

Study on Administrative Data Related to Discrimination and Inequality

ANNEXURES

Study on Administrative Data Related to Discrimination and Inequality

East Africa



Study on Administrative Data Related to Discrimination and Inequality in Africa – Annexures. October 2024

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

 africa.unwomen.org

 esaro.publications@unwomen.org

 [unwomenafrica](#)

 [unwomenafrica](#)

 [unwomen](#)

 [unwomenafrica](#)

Design & Layout: Conrad Mudibo, UN Women

CONTENTS

ACKNOWLEDGEMENTS	10
ANNEX 1: NORTHERN AFRICA	11
ALGERIA	12
Discrimination and Inequality Context	12
Role of National Statistical Offices (NSOs)	13
Overview of Administrative Data Systems	13
Data Challenges and Gaps Analysis	15
Data Quality	16
MOROCCO	17
Discrimination and Inequality Context	17
Role of National Statistical Offices (NSOs)	18
Overview of Administrative Data Systems	20
Data Challenges and Gaps Analysis	29
Data Capacity Gaps	30
Data Quality Gaps	31
Data Accessibility and Use	33
Good Practices	34
TUNISIA	35
Discrimination and Inequality Context	35
Role of National Statistical Offices (NSOs)	36
Overview of Administrative Data Systems	37
Conclusions and Recommendations	40

ANNEX 2: EASTERN AFRICA	42
KENYA	43
Discrimination and Inequality Context	43
Role of the National Statistics Offices (NSOs)	45
Overview of Administrative Data Systems	45
Data Challenges and Gaps Analysis	49
Data Quality Gaps	50
Good Practices	50
Recommendations	50
UGANDA	51
Discrimination and Inequality Context	51
Role of the National Statistics Offices (NSOs)	53
Overview of Administrative Data Systems	53
Data Challenges and Gaps Analysis	55
Data Quality Gaps	57
Data Accessibility and Use	57
Good Practices	58
Recommendations	58
TANZANIA	60
Discrimination and Inequality Context	60
Role of the National Statistics Offices (NSOs)	61
Overview of Administrative Data Systems	61
Data Challenges and Gaps Analysis	64
Data Quality Gaps	64
Data Accessibility and Use	64
Good Practices	65
Recommendations	67
ETHIOPIA	68
Discrimination and Inequality Context	68
Role of the National Statistics Offices (NSOs)	69
Overview of Administrative Data Systems	69
Data Quality Gaps	73
Data Accessibility and Use	73
Good Practices	73
Recommendations	74

DJIBOUTI	75
Discrimination and Inequality Context	75
Role of the National Statistics Offices (NSOs)	76
Overview of Administrative Data Systems	77
Data Challenges and Gaps Analysis	79
Data Accessibility and Use	80
Good Practices	80
Recommendations	81
Conclusions and Recommendations	82
ANNEX 3: WEST AND CENTRAL AFRICA	84
CAMEROON	85
Discrimination and Inequality Context	85
Role of the national statistics offices (NSOs)	86
Overview of Administrative Data Systems	87
Data Challenges and Gaps Analysis	88
Data Quality Gaps	88
Good Practices	89
MALI	90
Discrimination and Inequality Context	90
Role of the National Statistics Offices (NSOs)	91
Overview of Administrative Data Systems	91
Data Challenges and Gaps Analysis	93
Data Quality Gaps	93
Data Accessibility and Use	93
Good Practices	94
NIGERIA	95
Discrimination and Inequality Context	95
Role of the National Statistics Offices (NSOs)	96
Overview of Administrative Data Systems	97
Data Challenges and Gaps Analysis	100
Data Quality Gaps	100
Data Accessibility and Use	100
Good Practices	100

IVORY COAST	102
Discrimination and Inequality Context	102
Role of the National Statistics Offices (NSOs)	103
Overview of Administrative Data Systems	104
Data Challenges and Gaps Analysis	108
Data Accessibility and Use	108
Good Practices	109
GABON	110
Discrimination and Inequality Context	110
Role of the National Statistical Offices (NSOs)	112
Overview of Administrative Data Systems	112
Data Challenges and Gaps Analysis	115
Data Accessibility and Use	115
Good Practices	115
SENEGAL	117
Discrimination and Inequality Context	117
Role of the National Statistics Offices (NSOs)	119
Overview of the administrative data systems	119
Data Challenges and Gaps Analysis	123
Data Quality Gaps	123
Data Accessibility and Use	123
Good Practices	125
GHANA	126
Discrimination and Inequality Context	126
Role of the National Statistics Offices (NSOs)	128
Overview of Administrative Data Systems	129
Data Challenges and Gaps Analysis	131
Data Accessibility and Use	132
Good Practices	132
Conclusions and Recommendations	132

ANNEX 4: LUSOPHONE COUNTRIES	136
CABO VERDE	137
Discrimination and Inequality Context	137
Role of the National Statistics Offices (NSOs)	138
Overview of Administrative Data Systems	139
Data Challenges and Gaps Analysis	142
Data Capacity Gaps	145
Data Quality Gaps	146
Data Accessibility and Use	146
Good Practices	147
MOZAMBIQUE	149
Discrimination and Inequality Context	149
Role of the National Statistics Offices (NSOs)	151
Overview of Administrative Data Systems	151
Data Challenges and Gaps Analysis	156
Data Capacity Gaps	161
Data Quality Gaps	162
Data Accessibility and Use	163
Good Practices	165
ANNEX 5: SOUTHERN AFRICA	166
BOTSWANA	167
Discrimination and Inequality Context	167
Role of the National Statistical Offices (NSOs)	168
Overview of Administrative Data Systems	168
International and regional treaty reporting	170
Data Challenges and Gaps Analysis	170
Data Capacity Gaps	171
Data Quality Gaps	171
Data Accessibility and Use	172
Good Practices	172

MALAWI	173
Discrimination and Inequality Context	173
Role of the National Statistical Offices (NSOs)	174
Overview of Administrative Data Systems	174
Data Challenges and Gaps Analysis	177
Data Capacity Gaps	177
Data Quality Gaps	177
Good Practices	178
Recommendations	178
REPUBLIC OF SOUTH AFRICA	179
Discrimination and Inequality Context	179
Role of the National Statistical Offices (NSOs)	181
Overview of Administrative Data Systems	181
International and regional treaty reporting	183
Data Challenges and Gaps Analysis	184
Data Capacity Gaps	184
Data Quality Gaps	185
Data Accessibility and Use	186
Good Practices	186
ZAMBIA	188
Discrimination and Inequality Context	188
Role of National Statistical Offices (NSOs)	189
Overview of Administrative Data Systems	189
Data Challenges and Gaps Analysis	191
Data Capacity Gaps	192
Data Quality Gaps	192
Data Accessibility and Use	192
Good Practices	193
ZIMBABWE	194
Discrimination and Inequality Context	194
Role of National Statistical Offices (NSOs)	195
Overview of Administrative Data Systems	195
International and regional treaty reporting	197
Data Capacity Gaps	198
Data Quality Gaps	198
Data Accessibility and Use	199

LIST OF TABLES

Table 1:	Main Problems with data quality and solutions	32
Table 2:	Summary of administrative data sources, data collected, use and related challenges	49
Table 3:	Summary of administrative data sources, data collected, use and related challenge	55
Table 4:	Summary of administrative data sources, data collected, use and related challenges	63
Table 5:	Summary of administrative data sources, data collected, use and related challenges	72
Table 6:	Summary of administrative data sources, data collected, use and related challenges	79
Table 7:	Name of Agency and the various indicators covered	98
Table 8:	Summary of administrative data sources, data collected, use and related challenges	99
Table 9:	Summary of existing stakeholders involved in administrative data issues on discrimination and inequality in Gabon	114
Table 10:	Discrimination and Inequality Themes, Data Sources and Indicators	121
Table 11:	Summary of administrative data sources, data collected, use and related challenge	131
Table 12:	Available surveys and census data with discrimination and inequality data	154
Table 13:	Summary of administrative data sources, data collected, use and related challenge	170
Table 14:	Summary of administrative data sources, data collected, use and related challenge	176
Table 15:	Summary of administrative data sources, data collected, use and related challenge	183
Table 16:	Summary of administrative data sources, data collected, use and related challenge	190
Table 17:	Summary of administrative data sources, data collected, use and related challenge	196

ACKNOWLEDGEMENTS

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

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

organizations (CSOs), and non-governmental organizations among others from the following regions and countries.

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

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



ANNEX 1
NORTHERN AFRICA

ALGERIA



Discrimination and Inequality Context

Even though in Algeria's constitution, there are laws that advocate for equal opportunity for all. Discrimination and inequality activities based on race, sex, gender, and ethnicity persist in the country. Thus, to address discrimination and inequality challenges, Algeria, as a member of the international community, has ratified and signed various treaties³ committing to human rights and combating discrimination and inequality. These include;

- 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
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- 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
- Convention on the Rights of Persons with Disabilities

Additionally, in the fight to eliminate discrimination and inequality in the country, institutions like the **National Human Rights Council** (NHRC) and the **National Council for the Family and Women** play vital roles in guarding human rights and promoting gender equality. These commissions have mandates encompassing the protection of citizens' rights and combating discrimination, including that based on tribe/ethnicity:

- The **National Human Rights Council** (Le Conseil National des Droits de l'Homme) -
As a body that provides advice, the National Human Rights Council is positioned under the President of the Republic, who upholds the Constitution. It strives to uphold and advance human rights. The Council is an independent body with legal, financial, and administrative authority. It was established in accordance with Article 199 of the 2016 Constitution Amendment and Article 211 of the 2020 Constitution, Chapter 5, Consultative Bodies, under the title National Human Rights Council. The NHRC is an independent national institution tasked with promoting and protecting human rights in Algeria. It monitors the human rights situation, investigates complaints, and provides recommendations.

1 <https://cndh.org.dz/accueil/>

- The **National Council for the Family and Women** Created by executive decree n°06-421, corresponding to November 22, 2006, the National Council for the Family and Women includes 48 members representing 18 ministerial departments, 9 Institutions, 06 expert researchers, 04 university professors, and 10 representatives of Associations national². It is notably responsible for:
 - o contributing to the development of operational programs aimed at families and women;
 - o undertaking research and studies relating to the family and women;
 - o issuing recommendations concerning all legal, economic, social, and cultural measures aimed at the promotion of the family and women;
 - o working to collect, process, and use information and data on the family and women.

The aforementioned commissions, especially the NHRC, may address different types of discrimination as part of their broader human rights mandates, even though there may not be specific commissions devoted only to discrimination based on tribe or ethnicity. Furthermore, national laws and policies may contain anti-discrimination provisions.

Role of National Statistical Offices (NSOs)

The National Statistics Office (NSO) under Decree No. 95-159 is mandated to develop, provide, and disseminate reliable and regular information tailored to the needs of economic and social entities. It ensures the consistent availability of data, statistical analyses, and economic studies essential for formulating and monitoring public

authorities' economic and social policies. The NSO regularly releases indices and indicators in line with the national statistical program, managing statistical records, and maintaining an updated directory of economic and social agents with assigned Statistical Identification Numbers (SIN).

Overview of Administrative Data Systems

In Algeria, the NSO and other institutions carry out several household surveys to collect socio-economic and demographic data. These official national household survey datasets available are related to the theme (discrimination and inequality). Some of these surveys frequently conducted in Algeria include;

- **National Survey on Consumer Expenditure and Standard of Living of Households** (2011) - This survey focused on consumer spending and the standard of living of households in 2011³
- **Employment Survey** (Since 1982) - Organized by the ONS since 1982, employment surveys have provided data on the employment situation in Algeria⁴
- **Multiple Indicator Cluster Survey** (MICS) 2012 – 2013 - The 2012-2013 Multiple Indicator Cluster (MICS) survey in Algeria was carried out by the Ministry of Health, Population and Hospital Reform in collaboration with UNICEF. It was carried out as part of the fourth global edition of the MICS surveys, it provided essential data to assess various aspects linked to the situation of children and families in Algeria. This survey made it possible to assess key indicators such as infant mortality, determinants of maternal and child health, access to education, household socio-economic situation, and other factors influencing well-being. being children and families. The results of the MICS Algeria 2012-2013 were used to develop policies

² https://www.cosider-groupe.dz/fr/public_file/document_1399501208.pdf

³ <https://www.ons.dz/spip.php?rubrique200>

⁴ www.asjp.cerist.dz - Méthodologie des enquêtes emploi en Algérie

and programs aimed at improving the living conditions of children and supporting the socio-economic development of the country⁵.

- **Socio-economic Impact Assessment of COVID-19 on Households:** The United Nations Development Programme (UNDP) conducted a socio-economic impact assessment of COVID-19 on households in Algeria. This comprehensive survey, supported by various UN agencies including UNICEF, ILO, FAO, WFP, WHO, and UNIDO, aimed to illuminate the government's support measures and strategic planning for medium-term crisis recovery. This study offers critical insights into the multifaceted socio-economic impacts of the COVID-19 pandemic on Algerian households, highlighting the urgent needs and priority areas for intervention. The analysis of the results of this survey provides insights into the impact of COVID-19 on households in Algeria, including health, economic, and social aspects, as well as the strategies adopted by households to navigate through the crisis.

These above-mentioned surveys are crucial for establishing reliable national statistics, guiding public policies, and understanding socio-economic trends in Algeria.

Apart from the surveys, the civil society organizations (CSOs) also produce data on discrimination and inequality. The CSOs are essential in tackling issues of discrimination and inequality. The CSO endeavours are directed towards countering instances of corruption and prejudice, with a particular focus on marginalised communities⁶. This approach is regarded as a potent weapon in the fight against social problems. Additionally, CSOs actively support political reform and the democratic process. These organisations' tasks include closely examining government policies and pushing for reforms to guarantee that everyone's rights and needs especially those of

the underrepresented and marginalised groups are met⁷.

In the process of producing data, laws and regulations exist that pertain to data protection and privacy including;

- **Law No. 18-07 on the Protection of Personal Data**⁸- Algeria introduced Law No. 18-07 in 2018 to regulate the processing of personal data. This law outlines principles for the collection, processing, and protection of personal information. It establishes the National Personal Data Protection Authority (Autorité Nationale de Protection des Données à caractère Personnel⁹) to oversee and enforce data protection regulations.
 - o The National Personal Data Protection Authority - The ANPDP ensures when processing personal data, respect for human dignity and privacy. It is an "independent administrative authority", and enjoys legal personality and financial and administrative autonomy. Its headquarters is located in Algiers. It is made up of 16 members including the president, appointed by presidential decree No. 22-187 of May 18, 2022.

There is also the National Statistical Information System (NSIS) whose legal anchoring is made up of 5 decrees:

- Legislative Decree No. 94-01 of January 15, 1994, reorganised the national statistical information system in Algeria. It lays out the organisational framework, general principles, and rights and obligations of natural and legal persons regarding the creation, preservation, use, and distribution of statistical information. Thus, statistical information is any data—qualitative or quantitative—that enables the digital processing of economic, social, and cultural facts¹⁰.

5 microdata.worldbank.org - République Algérienne Démocratique et Populaire

6 https://www.researchgate.net/publication/373216142_Rethinking-Anti-Corruption-Efforts-in-Algeria_-The-Role-of-Civil-Society

7 <https://cadmus.eui.eu/handle/1814/60109>

8 <https://www.joradp.dz/FTP/jo-francais/2018/F2018034.pdf>

9 <https://anpdp.dz/fr/presentation-de-lanpdp/>

10 <https://www.ons.dz/spip.php?rubrique278>

- Executive Decree No. 95-159, issued on 3/06/1995, reorganizes the statutes of the National Statistics Office (NSO) in Algeria. The decree outlines the renewed and expanded prerogatives of the NSO, emphasizing its role in developing, providing, and disseminating reliable information tailored to the needs of economic and social entities. It highlights the NSO's responsibility for ensuring the regular availability of data, statistical analyses, and economic studies crucial for the formulation and monitoring of economic and social policies by public authorities. The decree also underscores the NSO's commitment to managing statistical records, maintaining an updated directory of economic and social agents with assigned Statistical Identification Numbers (NIS), and regularly releasing indices and indicators as part of the national statistical program.
- Executive Decree No. 95-159 of 06/3/1995 creating the National Statistics Council (NSC),
 - Executive Decree No. 97-396 of 10/28/1997 relating to the Statistical Identification Number (SIN) and creating a national directory of economic and social agents,
 - Executive Decree No. 02-282 of 3/09/2002 establishing the Algerian nomenclature of activities and products.
- With regard to regional information, the declination at the territorial level of central missions was accompanied by information collection activities, and the decentralized structures were led, on behalf of their respective central administrations, hence, **no network for collecting and processing information.**
- The establishment of intermediate spaces has suffered from **budgetary constraints** in recent years. Certain administrative units which were responsible for sectoral information have been dissolved.
- The **administrative collection circuits**, which make a useful contribution in terms of information, experience numerous limits to their expansion since they are constrained by insufficient technical supervision, paltry collection means, and often the absence of standardized data supports. collection.
- Despite common interests across sectors, there is **a lack of intersectoral consultation and interministerial coordination** for broader information utilization. Enhancing collaboration and coordination can lead to more effective information sharing and utilization.

Suggestions for addressing the above challenges and gaps include;

- developing a unified statistical identification number,
- updating existing files through large-scale surveys and promoting information standardization.
- Reactivating the National Statistics Council is proposed to bring positive changes to the sector characterized by information centralization.

Data Challenges and Gaps Analysis

Below are some of the challenges and gaps characterised by the production of data on discrimination and inequality.

- **Lack of coordination** between different sectors and ministries for extensive information use. With a refocus on activities and the creation of intermediary spaces in charge of developing sectoral and regional information, the reforms in this area have attempted to bring more rationality.

Data Quality

The National Statistical Office and the National Statistics Council (NSC) in Algeria have a role to play in coordinating/quality-assuring the collection of administrative data. The NSO's main responsibilities include the elaboration and diffusion of reliable socio-economic information, as well as conducting statistical analysis and economic studies. This involves harnessing various sources of data, including administrative

records, to compile and enhance national account statistics and other socio-economic datasets. The office utilizes administrative data, such as value-added tax and income tax records, to improve the accuracy and comprehensiveness of national statistics. By doing so, the NSO ensures the quality and reliability of the data used in policymaking and economic planning in Algeria¹¹.

Furthermore, the National Statistics Council (CNS) oversees the development and execution monitoring of statistical programs at national, sectoral, and specific levels in alignment with established policies. The council defines methods and procedures for official indicators, ensuring data confidentiality and adherence to statistical obligations. It actively promotes the flow of statistical information and strives for continuous improvement in information availability tailored to socio-economic needs. The council may establish permanent committees for specific tasks and is empowered to engage external expertise as needed¹².

¹¹ <https://unstats.un.org/unsd/dnss/docViewer.aspx?docID=564#start>

¹² <https://www.ons.dz/spip.php?rubrique279>

MOROCCO



Discrimination and Inequality Context

Human rights and freedom are enshrined in Morocco's constitution as "*immutable*" constants in **Article 175**. However, there exist disparities in treatment between men and women. Thus, in fulfilment of its mission and prerogative of combating discrimination and inequality and as a member of the international community, Morocco has ratified several treaties and conventions³ above relating to human rights and the fight against discrimination. Here are some of the main international instruments to which Morocco has adhered to:

- 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
- 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
- Optional Protocol to the 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
- Optional Protocol to the Convention on the Rights of Persons with Disabilities

Additionally, there are several national institutions and organizations also dedicated to promoting and protecting human rights. These national institutions are tasked with upholding citizens' rights and preventing discrimination, including that motivated by racial or ethnic identity. They include;

- The **National Human Rights Council** (Le Conseil National des Droits de l'Homme¹³) :

The National Human Rights Council (CNDH)¹⁴ is a pluralist and independent national institution, responsible for knowing all questions relating to the defense and protection of human rights and freedoms, to the guarantee of their full exercise and their promotion as well as the preservation

¹³ <https://www.cndh.ma/fr/presentation/presentation-du-conseil-national-des-droits-de-lhomme>

¹⁴ <https://www.cndh.ma/>.

of the dignity, rights and individual and collective freedoms of citizens, in strict compliance with national and universal standards in this area. In accordance with the provisions of article 161 of the Constitution, and in application of Morocco's international obligations under conventions relating to human rights, in particular the recourse mechanisms in matters of human rights, and considering the assessment of the Consultative Council on Human Rights (CCDH) and the CNDH for more than a quarter of a century, and with a view to strengthening the role, prerogatives and means of action of the Council, it was carried out in March 2018 with the adoption of Law 76-15 relating to the reorganization of the National Human Rights Council. A law which takes into consideration the constitutional status of the CNDH as an institution responsible for the protection and promotion of human rights, as well as the Paris Principles governing national human rights institutions (INDH) and the Belgrade Principles governing relations between parliaments and NHRIs.

- The **Observatoire National des Droits de l'Homme** (ONDH)¹⁵ in Morocco is an institution dedicated to monitoring and promoting human rights within the country. Established in March 2011, it replaced the previous human rights council, aiming to ensure pluralism and independence. The ONDH collaborates with international organizations, such as the World Organization Against Torture, to protect human rights defenders and address issues of concern.
- **Moroccan Association for Human Rights** (Association Marocaine des Droits Humains (AMDH))¹⁶: AMDH is one of the largest human rights NGOs in Morocco, founded in 1979, dedicated to safeguarding human dignity and promoting human rights. This organization works towards

protecting and promoting human rights in Morocco, focusing on raising awareness and providing advice.

- **Moroccan Organisation of Human Rights** (OMDH)¹⁷: OMDH is another significant organization in Morocco working on human rights issues, striving for the respect, defense, and promotion of human rights.

The OMDH is dedicated to promoting and protecting human rights in Morocco. It aims to raise awareness about individual and collective human rights in socio-economic contexts¹⁸. OMDH plays a vital role in advocating against torture and increasing human rights awareness. While specific details about its activities may vary, OMDH is recognized as an essential organization contributing to the advancement of human rights in Morocco.

Although there may not be commissions specifically focused on discrimination based on tribe or ethnicity, the aforementioned commissions may address various forms of discrimination as part of their larger human rights mandates. Anti-discrimination clauses may also be found in national laws and policies.

Role of National Statistical Offices (NSOs)

In general, the national statistical system (NSS) is made up of the bodies responsible for the production, management and coordination of statistical activity, as well as the instruments and standardized procedures that are necessary for it.

The national statistical system in Morocco represents all the institutions and statistical units that together collect, produce and disseminate official statistics on behalf of the government. It is characterized by its strong decentralization with diverse and scattered data sources. In addition to

¹⁵ <https://ondh.gov.ma/>

¹⁶ https://en.wikipedia.org/wiki/Moroccan_Association_for_Human_Rights

¹⁷ <https://www.omct.org/fr/membres-du-reseau/organisation-marocaine-des-droits-humains-omdh>

¹⁸ <https://worldcoalition.org/membre/organisation-marocaine-des-droits-humains/>

the High Commission for Planning (HCP), which constitutes its central core, other organizations collect, analyse and publish statistical information covering, essentially, their fields of competence.

The HCP (NSO) is the main producer of official statistics in Morocco. It is an administrative structure established in September 2003 as a mission administration, under the authority of a High Commissioner for Planning appointed by His Majesty King Mohammed VI, may God help him. It enjoys institutional and professional independence in the conduct of its work¹⁹.

The attributions and organization of the HCP are set by Decree No. 2.17.670 of 17 Rejeb 1439 published on April 6, 2018, which updated the old legal framework governing the attributions and structure of the administrative units of the HCP. This decree also established the creation of a General Directorate of Statistics and National Accounting by the merger of two central directorates, namely the Directorate of Statistics and the Directorate of National Accounting. It was completed in 2019 by the creation of a Directorate of Statistical Information Systems (decree no. 2.19.574 of 5 Hija 1440 (August 7, 2019)²⁰.

Otherwise, and in application of Law 31-13 relating to the right of access to information, the High Commission for Planning has taken all necessary measures to implement it with proactive and interactive publications²¹.

The responsibilities and organization of the different divisions and services under the HCP are set by²²:

- Order of the Head of Government No. 3.07.19 of 28 Joumada II 1440 (March 6, 2019) establishing the responsibilities and organization of the various divisions and central services,

supplemented by Order of the Head of Government No. 3.63.19 of 5 Hija 1440 (August 7, 2019).

- Order of the Head of Government No. 3.186.16 of 24 Chaoual 1437 (July 29, 2016) establishing the responsibilities and organization of the decentralized services of the HCP.

The missions of the HCP consist of:

- Collect, analyze and disseminate statistical, economic, demographic and social information;
- Conduct the general population and housing census;
- Establish national, regional and sectoral accounts;
- Coordinate the national statistical system, contribute to its development and ensure its compliance with international standards and principles adopted by competent international organizations;
- Develop studies in the socio-demographic, economic, cultural and environmental fields;
- Monitor the economic and financial situation;
- Carry out economic and socio-demographic forecasts, including those of a prospective nature;
- Ensure monitoring and reporting of the implementation of the SDGs in Morocco, in accordance with the decision of the National Commission for Sustainable Development, chaired by the Head of Government (July 2019);
- Promote international, regional and national partnership for the exchange of expertise and good practices in the areas of statistics and their quality.

Thus, the High Commission for Planning (HCP) in Morocco plays a pivotal role in the production of economic, demographic, and social statistics. As the main national producer of these statistics, HCP's responsibilities include the compilation

19 https://www.hcp.ma/Qui-sommes-nous_a3079.html

20 https://www.hcp.ma/Cadre-Juridique_a3082.html

21 https://www.hcp.ma/Droit-d-acces-a-l-information_a3091.html

22 https://www.hcp.ma/Cadre-Juridique_a3082.html

of national accounts and the evaluation of macroeconomic conditions. While specific details regarding the mechanisms for coordinating or quality assuring the collection of administrative data on discrimination and inequalities are not provided in the available resources, HCP's significant role in generating crucial statistical data suggests a foundational capacity for addressing these issues.

Given HCP's broad mandate, it is reasonable to infer that its functions potentially encompass the collection and analysis of data relevant to discrimination and inequalities, particularly in the urban job market where gender inequality has been highlighted.

The HCP serves as the central coordinating body for statistical work in Morocco's national statistical system. This coordination involves various aspects, including data collection, analysis, and dissemination, to ensure the coherence and reliability of statistical information. As the focal point of the national statistical system, the HCP plays a crucial role in overseeing the collection and dissemination of statistical data across different sectors and levels of governance. Additionally, the HCP collaborates with other institutions and stakeholders to enhance the quality and relevance of statistical information, particularly in areas such as gender statistics. Through its efforts, the HCP contributes to the achievement of national development goals, including those outlined in the Sustainable Development Goals (SDGs).

There are, moreover, statistical services in each of the major ministries, which collect, analyse and publish data covering their fields of competence. In addition, other public bodies produce statistical data related to the SDGs.

Overview of Administrative Data Systems

In Morocco, and in general, institutions may carry out several surveys and studies to collect data that can be relevant to the theme of discrimination and inequality in addition to the daily administrative data collected. These institutions include;

- **High Commission for Planning** (Directorate of Statistics): - The High Commission for Planning, via its Directorate of Statistics, conducts national household surveys to assess various economic and social aspects such as household confidence, consumption, unemployment, etc. These surveys provide valuable data for the economic and social planning of the country. The relevant household surveys conducted by HCP are the following:
 - National Employment Survey (NES)
 - National Survey on Youth 2011
 - National Survey on International Migration
 - Survey on the impact of Covid19 on the economic, social and psychological situation of refugees in Morocco
 - National Survey on Time Use
 - National Survey on Violence against Women and Men
 - Survey of Moroccan Women from the perspective of their Social Environment
 - National Demographic Survey
 - National Survey on the Elderly
 - 2005 Survey on Socio-Economic Integration in the host countries of Moroccans residing abroad
 - 2003-2004 Survey on the return Migration of Moroccans living abroad
 - Survey on Adolescents in Semi-Urban and rural areas of Marrakech

- o Survey on Adolescents in Urban areas of Casablanca,
 - o National Survey on the Family
 - **The National Observatory for Human Development (NOHD):**
 - o The NOHD can conduct panel household surveys to assess various indicators related to human development, such as access to education, health, housing, etc. These panel surveys aim to assess progress and challenges in the field of human development in Morocco.
 - **National Human Rights Council:**
 - o The National Human Rights Council may conduct household surveys to assess respect for human rights in Morocco, including aspects such as access to justice, prison conditions, women’s rights and children, etc.
 - **Ministry of Justice, Morocco** - The Ministry of Justice may conduct household surveys to assess the functioning of the judicial system, access to justice, perception of legal certainty, etc.
 - Ministry of the Interior, Morocco- The Ministry of Interior may conduct household surveys to assess various aspects related to internal security, local governance, perception of public safety, etc.
 - **Ministry of National Education, Preschool and Sports:**
 - o The Ministry of National Education can conduct household surveys to assess access to education, the quality of teaching, children’s participation in school, etc.
 - **Ministry of Labor and Professional Integration:**
 - o The Ministry of Labor may conduct household surveys to assess the labour market, unemployment, working conditions, etc.
 - **Ministry of Solidarity, Social Development, Equality and Family:**
 - o This ministry can conduct household surveys to assess social protection needs, the situation of vulnerable families, access to social services, etc.
 - **Ministry of Health:**
 - o The Ministry of Health may conduct household surveys to assess various aspects of public health, such as access to health care, disease prevalence, health behaviours, etc.
 - **Ministry of State for Human Rights and Relations with Parliament:**
 - o This ministry can conduct household surveys to assess respect for human rights and promote social inclusion and non-discrimination.
 - **Ministry of Economy and Finance and Administration Reform:**
 - o This ministry can conduct household surveys to assess various economic and financial aspects, such as consumption, savings, income, etc.
 - Others:
 - o Other government institutions, civil society organizations, or international partners may also conduct household surveys/ studies on specific topics or as part of development programs.
- In this regard, more precisely (based on the available information, some of the household surveys frequently conducted in Morocco, that collect data on some variables related to the theme of inequality and discrimination, include:
- **National Employment Survey (NES):**

The Survey mainly aims to define the basic demographic and cultural characteristics of the Moroccan population and to determine

the volume and socio-professional characteristics of the active population and its various components, namely the employed, unemployed, or even the population underemployed population. The NES also aims to provide information on housing conditions and measure the population's access to basic social services.

NES Surveys are conducted permanently, quarterly, by HCP.

- ***The National Survey on Household Living Standards (2022- 2023):***

The National Survey on Household Living Standards in Morocco is a crucial tool for assessing and understanding the living conditions of the population, as well as the socio-economic factors that influence them. Its objectives include collecting data to analyze changes in living standards, understanding consumer spending patterns and identifying vulnerable social groups. It also aims to examine inequalities in income and living standards, measure poverty and vulnerability, and monitor progress towards the Sustainable Development Goals, particularly with regard to access to basic social services. In summary, this survey provides essential information to guide public policies and social interventions to promote inclusive and sustainable development in Morocco.

- ***National Household Expenditure Survey (NHES) (2013- 2014):***

It collects data on the consumption habits of Moroccan households, their standard of living, etc.

This survey is conducted frequently by High Commission for Planning.

- ***Survey of Moroccan Women from the perspective of their Social Environment (2005):***

This survey was carried out as part of the prospective reflection on Morocco 2030 led by the High Commission for Planning.

The aspects of the evolution of the role of women retained in this exploratory survey revolve around schooling, access to work and to the management of economic activities, control of income, presence in public spaces and clothing appearance, the new family code, maternal relationships, participation in public life.

- ***National Survey on Youth 2011:***

The main objective of this survey, which was conducted in 2011 by HCP, is to shed light on the moral values, concerns and perceptions of social realities of young people through:

- o Their participation in political and social life;
- o Their social and moral reference values;
- o Their confidence in the future and in national institutions;
- o Their concerns and expectations for the future;
- o Their integration into the economy and society.

- ***National survey on International Migration (First phase 2018-2019; Second Phase 2021):***

This survey, conducted by HCP, aims to collect, process and analyse reliable and detailed data used to study recent trends in international migration, migration processes and the characteristics of migrants (compared to non-migrants); and to provide data to identify the causes, determinants, dynamics and consequences of migration in Morocco as well as the links between international migration and development.

- ***Survey on the Impact of Covid19 on the Economic, Social and Psychological situation of refugees in Morocco:***

The main objective of this qualitative survey, implemented by HCP, on the socio-economic impact of the covid19 pandemic on the

population of refugees settled on Moroccan territory consists of understanding:

- o the impact of the Covid-19 pandemic on the socio-economic situation of refugees in Morocco;
- o access of refugees to social services (health, education, etc.);
- o the behavior of members of the refugee community in the context of confinement.

- **National Time Use Survey (2012):**

The objectives of this survey, conducted frequently by HCP, are mainly to:

- o Supplement existing social, demographic and economic data and serve as a statistical basis for the evaluation and formulation of social policies;
- o Examine how women and men participate in economic life, through an in-depth analysis of the different aspects of female and male employment;
- o Quantify and describe in detail the different tasks carried out by women and men in interaction with the different demographic, economic, socio-cultural and ecological factors;
- o Provide a statistical database and gender indicators for better integration of gender issues into programs, budgets and national accounts;
- o Quantify the contribution of women and men to economic, domestic and household activities and analyze the allocation of available time between various occupations.

- **National Survey on Violence against Women and Men (2019)**

This survey, that is conducted for the second time by HCP, aims to:

- o Identify the social determinants of gender-based violence;
- o Evaluate the prevalence rate, according to the types of violence and the contexts in which they occur;
- o Assess the seriousness and length of the acts of violence to which the victims are exposed;
- o Examine the attitudes of victims towards violence and determine the level and nature of the reaction of victims of violence (declaration to the competent authorities, non-governmental organizations, sharing with others, etc.);
- o Analyze the perceptions of victims of violence to shed light on certain social and cultural attitudes towards violence;
- o Evaluate the social cost caused by violence against women through its repercussions on victims and their children and on society as a whole (effects on physical and mental health, school dropouts or failure, and cohesion social);
- o Estimate the economic cost of violence associated with its direct or indirect impacts on individuals and households as well as on society.

- **The 2009-2010 National Demographic Survey:**

This survey is part of the action program of the Directorate of Statistics (HCP) in terms of collecting demographic data to deepen knowledge of the level and structure of the driving phenomena of increase in the population of Morocco: birth rate, mortality and internal and external migration.

- **National Survey of Older Persons (2006)**

The main aims of this survey, implemented in 2006 by HCP, are:

- o determine the sociodemographic characteristics and living conditions of older people;
- o approach the state of their health;
- o identify their intra- and extra-family relationships;
- o understand the representations of old persons.

- **2005 Survey on Socio-Economic Integration in host countries of Moroccans residing abroad**

The main aims of this HCP survey are:

- o identify the demographic characteristics of households and families of Moroccans living abroad;
- o understand the degree of integration of migrants and their children in terms of schooling and professional training;
- o know the linguistic practices, transmission and learning of languages and the sociability of MREs;
- o identify economic and social ties with the host country;
- o determine the representations of MREs in matters of discrimination.

- **2003-2004 Survey on return Migration of Moroccans living Abroad**

This HCP survey aims to:

- o capture the demographic and socio-economic profile of returning migrants;
- o the impact of staying abroad on emigrants in terms of resettlement potential;
- o identify the conditions for the return of emigrants and the transfer of resources;

- o determine the conditions for the social reintegration of returning migrants.

- **National Population and Family Health Survey (NPFHS):**

The NPFHS, conducted by Ministry of Health in 2018, collects data on maternal, child, adult health and reproductive health, family planning practices, as well as access to health services.

Notably, the role of civil society in relation to data on discrimination and inequality in Morocco encompasses a multi-faceted approach to addressing these issues. Civil society organizations (CSOs) play a crucial role in collecting, analyzing, and disseminating data on discrimination and inequality. These organizations often conduct independent research to highlight issues of racial, ethnic discrimination, racism, and xenophobia, thereby filling gaps left by official data sources. They also engage in advocacy efforts, using their findings to push for legal and policy changes that aim to reduce discrimination and promote equality.

Moreover, civil society contributes to raising awareness about the importance of combating prejudice and discrimination and ensuring equal opportunities for all. By adapting governance structures, institutions, and services, they work towards the active inclusion and integration of marginalized communities. Through educational programs and campaigns, civil society can challenge and change discriminatory attitudes and behaviors within the wider society.

Furthermore, the insights provided by civil society are crucial for international and national bodies seeking to understand and address the root causes of inequality and poverty. Their data and research support the development of more inclusive social and welfare policies.

In contexts similar to Morocco, examples of such organizations might include human rights NGOs, women's rights groups, and advocacy organizations focused on minority rights. These groups often engage in:

- **Research and Data Collection:** They conduct surveys, interviews, and other forms of research to gather data on instances of discrimination and inequality.
- **Analysis:** They analyse this data to identify patterns, causes, and effects of discrimination and inequality within society.
- **Dissemination:** They publish reports, organize conferences, and use media to disseminate their findings to both the public and policymakers.

Thus, organizations like Amnesty International and local NGOs often undertake these roles worldwide, including potentially in Morocco. These entities strive to influence public opinion and policy through their evidence-based advocacy.

For precise examples of Moroccan CSOs active in these areas, further direct research into local civil society efforts or consulting resources specifically focused on human rights and civil society activities in Morocco would be necessary.

In summary, civil society in Morocco plays an indispensable role in collecting data, raising awareness, advocating for policy change, and promoting a more inclusive and equitable society. Their efforts are vital in the fight against discrimination and inequality.

A comprehensive summary of the administrative data systems across various sectors in Morocco, focusing on their data collection, management, dissemination practices, and the challenges faced is as follows:

- **Health and Social Coverage Sector**

The available health sector data in Morocco reveal disparities in healthcare access and quality, potentially highlighting inequality in

health service delivery. The detailed data, collected and disseminated in the official statistical publications of the High Commission for Planning in Morocco, on healthcare personnel, facilities, and services (For example, number of doctors, number of pharmacists, number of dental surgeons, number of paramedical staff, number of health care training courses, number of hospitals, volume of medical and paramedical consultations, number of women benefiting from pregnancy monitoring and childbirth and family planning services, number of deliveries, number of children benefiting from immunization programs, fight against deficiency diseases and fight against diarrheal diseases, number of patients, days of hospitalization, indicators of hospital production, number of medical consultations, number of cases of notifiable diseases, and number of diabetics) could identify underserved areas or populations, helping to address healthcare disparities and promote equitable health outcomes.

- **Data Overview:** Includes medical personnel, healthcare facilities, and services like consultations and vaccinations, detailing metadata such as definitions and levels of disaggregation.
- **Data Collection and Administration:** Managed primarily by the Ministry of Health, with detailed information on historical data collection since as early as 1970.
- **Methodologies and Transmission:** Utilizes administrative records and direct reporting, with annual data production and a typical nine-month delay in reception.
- **Data Management and Quality Control:** Employs Excel spreadsheets and paper-based files, with quality control procedures like likelihood analysis and temporal comparisons.

- **Dissemination and Accessibility:** Data is shared through publications and electronic databases, suggesting a degree of openness for data requests and verification.
- **Population Sector**

The population sector's data, particularly on marriage acts, minor marriages, and divorce acts, can shed light on societal norms and legal frameworks that may perpetuate gender discrimination or inequalities among different demographics.

 - **Introduction:** The population sector's data describes demographic variables collection like household numbers and fertility rates to provide a comprehensive overview of population dynamics.
 - **Data Collection and Sources:** Primarily from the Ministry of Justice, using administrative records such as marriage and divorce certificates.
 - **Key Relevant Variables and Data Points:** Includes detailed statistics on marriage acts, minor marriages, and divorce acts.
 - **Methodologies:** Annual data production exploiting administrative sheets, with historical data dating back to 2007.
 - **Dissemination:** Through publications with annual periodicity.
 - **Challenges:** Highlights the underreporting in administrative records, suggesting potential concealment or underestimation of discrimination levels.
- **Salaries Sector**

Data on salaries, including minimum guaranteed salary, state personnel, and wage bill, reflect the economic aspects of discrimination and inequality. Analyzing wage disparities across different sectors, genders, and regions can help identify and address economic discrimination, ensuring fair compensation practices and promoting economic equality.

 - **Introduction:** Data on salaries focuses on salaries and compensation within the labor market, including minimum salaries and government personnel salaries.
 - **Data Collection and Sources:** From official government bulletins and the Ministry of Finance.
 - **Key Variables:** Include minimum guaranteed salary, state personnel data, and salary bill categories.
 - **Methodologies:** Annually collected and processed data, managed digitally in Excel format.
 - **Quality Control and Dissemination:** Ensures data quality through comparison and evolution analysis, with annual publications.
 - **Challenges:** Notes challenges with data timeliness and the impact of salary policy changes.
- **Cultural and Leisure Activities Sector**

The distribution and participation in cultural and leisure programs might reveal disparities in access to cultural enrichment and recreational activities. This sector's data can highlight geographical, socio-economic, or gender-based inequalities in accessing cultural services, guiding efforts to ensure equitable access to cultural and leisure opportunities for all community members.

 - **Introduction:** Highlights the variety of programs and facilities for cultural experience and leisure activities.
 - **Data Collection and Sources:** Sourced from the Ministry of Youth and Sports, covering from women's shelters to sports facilities.

- **Key Variables and Data Points:** Tracks regional and provincial distribution of cultural and leisure facilities and activities.
- **Methodologies:** Annual collection through surveys and direct contact, managed and elaborated upon using electronic systems.
- **Dissemination and Use:** Findings are shared through publications and Databases, crucial for planning and resource allocation.
- **Challenges:** Includes timely data collection and processing, quality consistency, and adaptation to cultural trends.
- **Justice Sector**

The justice sector's administrative data, including information on magistrates, notaries, adouls, and judicial proceedings, are instrumental in identifying potential biases or disparities in the legal system. This data can uncover discrimination within legal processes, guiding reforms to ensure fairness, equality, and justice for all individuals, regardless of their background.

 - Overview: Emphasizes the administration of justice data, including judicial capacity and the distribution of legal professionals.
 - Data Collection and Sources: By the Ministry of Justice, covering magistrates, notaries, adouls, and court details.
 - Key Variables and Data Points: Disaggregates data by establishment type and gender, with annual data production and transmission through paper.
 - Dissemination and Use: Through publications and the HCP Database System (BDS), essential for policy decisions and legal reform.
- **Education and Formation Sector**

Educational data, covering everything from preschool to higher education and vocational training, is pivotal in assessing educational equality. Disaggregated data (For example: number of modern preschool schools by province, number of public and private primary/secondary schools according to the zone (urban, rural) and the province, number of faculties and higher schools public and private according to the zone (urban, rural) and the province, number of public and private educational/professional training courses according to the zone (urban, rural) and the province) can reveal disparities in educational access, quality, and outcomes based on gender, socio-economic status, or region, highlighting areas where discriminatory practices may exist and where interventions are needed to ensure equal educational opportunities for all.

 - **Overview:** Stresses the importance of educational institutions from preschool to vocational training for the country's development.
 - **Data Collection and Sources:** From the Ministry of National Education, covering all levels of educational institutions.
 - **Key Variables and Data Points:** Includes detailed data on educational and training institutions, demographics, and educational programs.
 - **Methodologies:** Annual censuses with electronic, paper, and telephone transmission, involving manual and electronic processing.
 - **Dissemination and Use:** Data is shared through annual reports and the HCP Database System (BDS), aiding in educational planning and policy-making.

To guide the data collection processes and mechanisms, laws and regulations relating to data protection and privacy governing the production and use of data including administrative data on discrimination and inequality exists and they are as follows:

- **Law No. 09-08** relating to the protection of individuals with regard to the processing of personal data: This law aims to ensure effective protection of individuals against abuse linked to the use of data that could harm their private life²³.
- **Article 24** of the Moroccan Constitution: This text stipulates that “every person has the right to the protection of their private life”²⁴.
- Regulations of the National Commission for the Control of Personal Data Protection (CNDP): The CNDP develops and implements regulations aimed at ensuring ethical use consistent with the protection of personal data and digital privacy in Morocco²⁵.

In addition, the texts and decrees related to the national statistical system in Morocco²⁶, which provide the legal and organizational framework for the operation of the national statistical system in Morocco, are as follows:

- **Law No. 109-14** relating to the National Statistical System (May 2015)²⁷:
 - o This law is crucial for the organization and functioning of statistical activities in the country. It likely outlines the legal framework for data collection, processing, and dissemination, ensuring the accuracy and reliability of statistical information. The law may also establish the roles and responsibilities of various institutions involved in statistical activities, such as the National Statistical Institute and other

relevant bodies. Moreover, it might address issues related to data confidentiality, quality standards, and compliance with international statistical practices.

- **Decree No. 2-17-670** attributing and organizing the High Commission for Planning (HCP) (April 2018)²⁸:
 - o This decree likely outlines the structure, functions, and responsibilities of the HCP, which is a key institution in Morocco responsible for statistical activities, planning, prospective studies, and public policy evaluation. The reform associated with this decree aimed to enhance the independence and effectiveness of statistical, planning, and evaluation processes in Morocco. More detailed information about the specific provisions and implications of Decree No. 2-17-670 can be found in official government publications or legal documents related to administrative regulations in Morocco.
- **Decree No. 2.10.221** reorganizing the National Institute of Statistics and Applied Economics (INSEA) (May 2011)²⁹:
 - o This decree likely addresses the institutional structure, functions, and objectives of INSEA, which is a prominent institution dedicated to providing education and training in statistics and applied economics. INSEA offers various training programs, including cycles in engineering, master’s, and doctoral degrees, emphasizing statistics and economic analysis. The reorganization might have aimed to enhance the effectiveness and efficiency of INSEA’s operations, aligning it with the evolving needs of the statistical and economic landscape in Morocco.

²³ <https://www.dgssi.gov.ma/fr/loi-09-08-relative-la-protection-des-personnes-physiques-legard-du-traitement-des>

²⁴ <https://www.cg.gov.ma/fr/espace-telechargement/constitution>

²⁵ <https://www.cndp.ma/>

²⁶ https://www.hcp.ma/Cadre-Juridique_a3082.html

²⁷ https://www.hcp.ma/Cadre-Juridique_a3082.html

²⁸ https://www.hcp.ma/Cadre-Juridique_a3082.html

²⁹ <https://insea.ac.ma/index.php/l-insea/presentation>

Of note, even though the data produced on discrimination and inequality is required by law, the datasets are not accessible online. However, the data exchange procedures and protocols amongst the stakeholders in the data ecosystem are in place. The administrative data exchange is normally through manual (i.e., reports, publications) or digital means. The administrative data is produced on an annual basis for the entire target population, disaggregated by sex and age and aggregated. The datasets are uniquely classified based on national ID, ID specific to a department/agency or data source. Some of the challenges encountered in the collection, analysis and sharing of administrative data on discrimination and inequality are;

- Administrative data based on complaints conceal/underestimate the level of discrimination in society due to under-reporting of complaints to the relevant authorities)
- The format of the data collected does not facilitate rapid processing and direct integration into the HCP database.
- The data are not broken down in relation to other very useful breakdown variables on the subject of discrimination and inequality.

Data Challenges and Gaps Analysis

The available documents and sources consulted provide a rich source of administrative data across several sectors in Morocco. However, despite the comprehensive nature of this data, gaps remain, particularly regarding discrimination and inequality. Below is a data gap Analysis focusing on these aspects:

- **Discrimination and Inequality Data Not Covered in Admin Data Sets:**
 - **Intersectional Discrimination Data:** There's a lack of detailed data on intersectional discrimination that considers how overlapping identities (race, gender, religion, disability, etc.) impact access to services, economic opportunities, and

justice.

- **Disability Status:** Detailed data on individuals with disabilities, including their access to healthcare, education, employment, and public services, seems limited or not explicitly covered by the available admin data systems in Morocco.
 - **Individual Rights and Discrimination:** There is no mention of administrative data sets capturing information related to individual rights, including discrimination or access to services.
 - **Socio-economic Status:** While some sectors may capture economic data (like salaries), comprehensive data linking socio-economic status to access to education, health services, and legal protections may be underexplored.
- **Analysis According to Important Disaggregates:**

The documents consulted suggest that while there is significant data collection, the ability to analyse this data according to critical disaggregates like age, sex, and location is present to varying degrees across sectors. However, there are indications that important disaggregates such as disability status and socio-economic status might not be uniformly available or detailed enough to facilitate comprehensive analysis across all sectors.

The main reasons for administrative data gaps mentioned are:

- **Inadequate Data Collection Mechanisms:** The existing administrative data systems may not have been designed to capture disaggregated data necessary for analyzing discrimination and inequality comprehensively.
- **Lack of Standardization:** Varying standards across sectors for what data is collected and how it's categorized can lead to gaps and inconsistencies.

- **Privacy and Sensitivity Concerns:** Data on certain aspects of identity (such as disability status) may be limited due to privacy concerns or societal sensitivity.
- **Resource Constraints:** Financial, technical, and human resource constraints can limit the scope and depth of data collection.

To address the mentioned administrative data gaps, below are potential suggestions;

- **Enhance Data Collection Frameworks:** Develop and implement standardized data collection frameworks that include variables relevant to discrimination and inequality across all sectors.
- **Promote Intersectional Data Collection:** Introduce and enforce guidelines for collecting data on intersectional identities to understand the multifaceted nature of discrimination.
- **Invest in Training and Resources:** Allocate resources for training data collectors and analysts on the importance of disaggregated data and techniques for capturing and analyzing such data.
- **Engage with Marginalized Communities:** Collaborate with representatives from marginalized communities to understand what data needs to be collected and how best to do so respectfully and accurately.
- **Leverage Technology:** Utilize advanced data collection and analysis technologies to enhance the quality and granularity of data.
- **Policy and Legal Frameworks:** Implement policies and legal frameworks that mandate the collection of disaggregated data across all sectors to monitor and combat discrimination and inequality.

Addressing these data gaps requires a concerted effort across government, civil society, and international partners. Improving administrative data systems to capture comprehensive, disaggregated data is essential for effectively tackling discrimination and inequality in Morocco.

Data Capacity Gaps

Addressing data capacity gaps in Morocco involves evaluating the constraints within human resources, financial resources, ICT (Information and Communications Technology), and infrastructure that impact the collection, management, and analysis of data. Here's an overview of the potential data capacity gaps in these areas:

- **Human Resources:**
 - **Skills and Training:** There may be a lack of adequately trained personnel in data science, statistics, and ICT, limiting the ability to collect, manage, and analyze complex datasets. Additionally, there might be gaps in understanding how to collect and analyse data sensitive to discrimination and inequality.
 - **Staffing Levels:** Insufficient staffing levels in key data collection and analysis roles can lead to delays in data processing and limit the capacity for in-depth analysis.
 - **Retention:** Challenges in retaining skilled personnel, who may seek better opportunities elsewhere, could lead to a loss of institutional knowledge and expertise in managing data systems.
- **Financial Resources:**
 - **Limited Funding:** Insufficient funding for data collection initiatives, technology upgrades, and staff training can significantly hamper the scope and quality of data projects.
 - **Allocation Priorities:** Financial resources may not be prioritized for data capacity building, especially in the context of competing national needs.
- **ICT:**
 - **Outdated Technology:** The use of outdated software and hardware can limit data collection and analysis capabilities.

- o **Data Integration:** A lack of integrated ICT systems across different sectors and agencies can lead to siloed data, making it difficult to analyze data comprehensively.
- o **Cybersecurity:** Weaknesses in cybersecurity measures can pose risks to data integrity and privacy.

To address these gaps, here is some relevant suggestions:

- Develop comprehensive training programs in data management, analysis, and sensitivity.
- Increase staffing levels through budgetary allocations and create attractive career paths for data professionals.
- Foster partnerships with academic institutions to build a pipeline of skilled data personnel.
- Increase budget allocations for data-related activities, emphasizing the long-term benefits of robust data systems.
- Seek partnerships and funding from international organizations and NGOs to supplement national budgets for data projects.
- Invest in up-to-date ICT infrastructure and software to enhance data processing capabilities.
- Develop national strategies for data integration across sectors and agencies.

- Strengthen cybersecurity frameworks to protect data integrity and privacy.
- Invest in the development and maintenance of physical infrastructure for data management.
- Implement mobile data collection solutions and other innovative approaches to reach remote and underserved areas.

Addressing these data capacity gaps requires a holistic approach that combines improvements in human resources, financial investment, technological upgrades, and infrastructure development. Strategic planning, coupled with national and international collaboration, can significantly enhance Morocco's data capacity to address discrimination, inequality, and other critical issues.

Data Quality Gaps

The analysis of administrative data systems in Morocco, especially regarding discrimination and inequality issues, reveals several data quality gaps. Addressing these requires an understanding of the main problems with the quality of available data in terms of compliance with the main data quality principles or dimensions. Below is an analysis based on the available information collected;

Table 1: Main Problems with data quality and solutions

Data quality aspect	Gap	Solution
<i>Relevance</i>	Data may not always be collected with the explicit purpose of analyzing discrimination and inequality, leading to gaps in relevant variables and indicators.	Enhance the data collection frameworks to explicitly include variables relevant to discrimination and inequality. Engage with stakeholders to understand and incorporate their data needs.
<i>Accuracy</i>	The accuracy of data, especially from the private sector or marginalized groups, might be questionable due to inadequate verification processes or underreporting.	Implement robust verification processes, including cross-checks with multiple sources and the introduction of technology-driven data validation techniques.
<i>Timeliness</i>	Delays in data reception and processing can make data outdated by the time it is available for analysis.	Streamline data collection and processing workflows and adopt more agile data collection technologies to reduce delays.
<i>Coherence and Comparability</i>	Inconsistencies in data standards and categories across different sectors and time periods can hinder the coherence and comparability of data.	Develop and enforce national data standards and ensure that new data collection efforts are backward-compatible to maintain comparability.
<i>Accessibility and Clarity</i>	Data may not be readily accessible to all stakeholders, and when it is, it might not be presented in a user-friendly manner.	Improve data dissemination platforms to ensure easy access and invest in data visualization tools and training to enhance the clarity of presented data.
<i>Privacy and Security</i>	Collecting and handling sensitive data raises concerns about privacy and security, potentially limiting the availability of detailed disaggregated data.	Strengthen data protection policies and cybersecurity measures. Implement anonymization techniques where necessary to protect individual privacy while making disaggregated data available for analysis.
<i>Procedures</i>	Lack of standardized procedures for data collection, processing, and management across different sectors can affect data quality.	Develop comprehensive data management guidelines and provide training to ensure these procedures are followed uniformly.

Below are some of the roles that data producers/owners and the NSO (High Commission for Planning) can play in overcoming the above-mentioned data quality gaps:

- **Data Producers/Owners:**

- o Engage actively in the development and standardization of data collection and management processes.

- o Invest in capacity building for their staff to enhance data quality.
- o Collaborate with the NSO and other stakeholders to ensure data relevance and address gaps.

- **High Commission for Planning (HCP):**

- o Lead the development of national data standards and enforce compliance to ensure coherence and comparability.

- o Provide technical assistance and training to data producers/owners to improve data collection, processing, and analysis practices.
- o Facilitate the development of a national data platform to improve accessibility and clarity.
- o Act as a mediator to balance the need for detailed, disaggregated data with privacy and security concerns, ensuring ethical data practices.

In summary, improving data quality in Morocco, especially regarding discrimination and inequality, requires a multifaceted approach involving the enhancement of data collection frameworks, standardization of procedures, investment in technology, and collaboration between data producers, HCP, and other stakeholders. Addressing these data quality gaps is crucial for informed decision-making and the development of effective policies to tackle discrimination and inequality.

Data Accessibility and Use

based on the insights drawn from the analysis of administrative data systems in Morocco and their relation to discrimination and inequality issues, here's an analysis focused on data accessibility and use:

- **Data Accessibility**

- o **Format and Open Access:** The documents/sources consulted and reviewed indicate that while data is disseminated through various means including publications and electronic databases, it might not uniformly be in open-access formats or user-friendly for all stakeholders. Improvements in digital platforms and data visualization could enhance accessibility.

- o **Equal and Timely Access:** Timeliness appears to be an issue, with delays in data reception and processing affecting the currency of available data. Efforts to streamline data workflows could improve timely access.

- **Statistical Publications on Discrimination and Inequality**

- o **Existence of Publications:** Beside the HCP publication "Women in Figures, the documents/sources consulted and reviewed do not explicitly mention other regular and comprehensive statistical publications focused specifically on discrimination and inequality. This suggests a gap in the targeted dissemination of data related to these critical issues.
- o **Improvements:** To increase accessibility, Morocco could benefit from developing dedicated publications on discrimination and inequality, leveraging administrative data. Ensuring these publications are in accessible formats and languages can further enhance accessibility.

- **Recent and Future Official Studies**

- o The analysis does not specify recent or upcoming studies focused explicitly on collecting data on discrimination and inequality. Identifying and promoting such studies could be crucial for addressing these issues comprehensively.

In summary, enhancing data accessibility and use in Morocco requires a coordinated effort among data producers, the HCP, and other stakeholders. By focusing on open access principles, improving publication strategies, and leveraging partnerships, Morocco can better utilize administrative data to address discrimination and inequality.

Good Practices

Based on the information collected and reviewed, and considering the relevant institutions in Morocco that can be sources of administrative data on non-discrimination and equality, here are examples of good practices in the administration of data:

- **Haut-Commissariat au Plan (HCP):** The HCP excels in coordination and production, providing comprehensive statistical data that informs national planning and policymaking. Its robust methodology and adherence to international statistical standards ensure the relevance and accuracy of the data produced.
- **L'Observatoire National du Développement Humain (ONDH):** ONDH demonstrates best practices in quality assurance and the use of data to assess and report on human development indicators. This organization plays a crucial role in analyzing data related to social programs and initiatives aimed at reducing inequality and discrimination.
- **Conseil National des Droits de l'Homme:** Through its commitment to upholding human rights, this council ensures the relevance of its data to issues of discrimination and inequality. It adopts standards and definitions that align with international human rights norms, contributing valuable insights for national and international stakeholders.
- **Ministère de la Justice:** The Ministry's judicial data, accessible through platforms like ADALA, represents good practices in publication and use. By making legal information and data openly accessible, it enhances transparency and accountability in the justice sector.
- **Ministère de l'Éducation Nationale, du Préscolaire & des Sports:** This ministry is a prime example of adopting standards and definitions to ensure the coherence and comparability of educational data. It also excels in making educational statistics accessible, supporting efforts to analyze and address educational disparities.
- **Ministère de la Santé:** Showcases good practices in the production and quality assurance of health data. Its comprehensive data on healthcare services and outcomes is crucial for identifying health disparities and informing public health interventions.

To overcome problems associated with accessibility and use, these institutions, alongside the HCP, could enhance their collaboration, sharing methodologies, and data sets to create a more unified and accessible national data system. This collaboration would also aid in standardizing data collection and reporting processes, ensuring that data on discrimination and inequality is not only available but also actionable for policy-making and social interventions.

TUNISIA



Discrimination and Inequality Context

Tunisia is an active participant in the global community, actively engaged in the field of human rights and the fight against discrimination, having ratified and signed a number of international treaties. The nation's commitment to preserving the fundamental rights of humankind is demonstrated by the ratification of agreements such as the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment. Such commitment demonstrates Tunisia's determination to collaborate with the international community in promoting and protecting human rights. Some of the major international agreements³ that Tunisia has ratified are listed below:

- 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
- 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

- Optional Protocol to the 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
- Optional Protocol to the Convention on the Rights of the Child on a communications procedure
- International Convention for the Protection of all Persons from Enforced Disappearance
- Convention on the Rights of Persons with Disabilities
- Optional Protocol to the Convention on the Rights of Persons with Disabilities

Otherwise, the status of reporting on progress under these agreements needs more research in order to comprehend the country's commitment to these treaties.

In Tunisia, the main national institutions and organizations that are dedicated to promoting and protecting human rights, including preservation citizens' rights and preventing discrimination, are the following:

- *The **National Committee for Coordination, Preparation and Submission of Reports and Monitoring of Recommendations in the field of Human Rights**- It is a permanent national*

committee created by the Presidency of the Government, headed by the Minister to the Prime Minister responsible for relations with constitutional authorities, and civil society or its representative and composed of members representing all ministries³⁰.

- **The United Nations High Commissioner for Human Rights in Tunisia**- *Through a memorandum of understanding, the OHCHR Office in Tunisia was established in April 2011 at the request of the Tunisian government³¹. The Office's broad mandate includes the protection and advancement of human rights, in particular by focusing on:*
 - o *Strengthening the rule of law and accountability for human rights violations;*
 - o *The integration of human rights into sustainable development;*
 - o *Increasing participation and protecting civic space;*
 - o *Strengthening equality and fighting discrimination; and*
 - o *Improving the application of recommendations made by international human rights mechanisms.*

Therefore, it's possible that the aforementioned commissions—which are particularly focused on discrimination based on tribe or ethnicity—don't exist. Yet as part of their broader responsibilities for human rights, they might deal with different kinds of discrimination.

Role of National Statistical Offices (NSOs)

According to Law No. 69-64 of December 31, 1969, the National Institute of Statistics (NIS) in Tunisia is a public establishment, endowed with civil personality and financial autonomy and reporting to the Prime Minister. Among the attributions of this institution, we find:

- Collection, processing and analysis of statistical information relating to people and property in Tunisia using, where applicable, the elements provided to it by the various administrations;
- The coordination of methods means and statistical work of public administrations and private organizations subsidized or controlled by the State. Also, the centralization of their statistical and economic documentation.

Also, according to the same law, the National Council of Statistics (NCS) in Tunisia is responsible for:

- Propose the general orientations of national statistical activities, priorities and instruments for coordinating the activities of the National Statistics System.
- Ensure compliance with the ethical rules of the profession and the principles of statistical activity.
- Ensure the coordination of statistical work and propose statistical coordination instruments, it is also responsible for examining the statistical programs of public statistical structures and bodies in order to propose a national statistics program covering the period of the development plan.
- Ensure the necessary consultation between producers and users of statistical information in order to develop the production and dissemination of data meeting the needs of the country

³⁰ <http://www.cnrhd.gov.tn/%D9%85%D9%86-%D9%86%D8%AD%D9%86/?lang=ar>

³¹ <https://www.ohchr.org/fr/countries/tunisia/our-presence>

The Statistical Law does not give the Tunisian National Statistics System (NSS) clear and cogent leadership since it divides duties for NSS management and coordination between the NCS and the NIS without creating a formal hierarchy³².

Therefore, it is recommended³³ that the NCS: strengthens its NSS coordination activities by establishing permanent working groups for each major statistical area; supports the NIS in its proactive policy towards public statistical structures to exercise its responsibility for technical coordination and quality management; defines a

32 <https://www.efta.int/sites/default/files/publications/statistics-eso/reports/2014-05-tunisia.pdf>

33 <https://www.efta.int/sites/default/files/publications/statistics-eso/reports/2014-05-tunisia.pdf>

strategic plan for the improvement and supervision of the quality of all NSS statistical operations; and establishes a Quality committee chaired by the INS to ensure that the plan is carried out and that users are informed about its practices through a Quality-focused website.

Overview of Administrative Data Systems

thus, based only on the statistical yearbook of the NIS, we can conclude that the situation of administrative data, collected and disseminated by INS, and which are related to the theme of discrimination and inequality, are the following;

Sector	Variables	Breakdown	Data source
<i>Population Sector (Marriages and Divorces)</i>	Number of marriages and divorces by governorate, age group of husbands and wives.	By governorate, age of husbands and wives.	Ministry of Justice (Official trial court filings for contracted divorces and marriages).
<i>Education and Culture Sector</i>	Number of schools, classes, teachers, students per education cycle, exam results.	By governorate, education cycle (first cycle of basic education, second cycle, secondary education), gender and nationality of teachers.	Ministry of Education
<i>Public Health Sector</i>	Health infrastructure, number of pharmacies and doctors, paramedical staff, reproductive health and family planning activities.	By governorate, sector (public and private).	Ministry of Health
<i>Justice Sector</i>	Court activity by degree, type of matter, cases registered and processed.	By judicial year, type of matter (civil, correctional, criminal).	Ministry of Justice (Activities of the courts of first instance, courts of appeal and court of cassation).
<i>Salaries Sector</i>	Unemployment rate by sex and education level, job applications and offers, placements made, guaranteed interprofessional minimum wage (SMIG) and guaranteed agricultural minimum wage (SMAG).	By governorate, gender, education level.	National Agency for Employment and Self-Employment (Registered job applications and offers, placements) and minimum salaries defined by the government.

Tunisia has conducted a number of significant national household surveys. The main objective of these surveys is to compile thorough information on a range of socioeconomic indicators. Thus, the main household surveys³⁴ that are relevant to the theme of discrimination and inequality are the following:

- **The multiple indicator cluster survey** (MICS-2023)³⁵ - It was designed to provide estimates for a large number of indicators on the situation of children and women at the national level.
- **National Survey on Household Budget, Consumption and Standard of Living 2021**³⁶- It is among the most important periodic surveys of the Tunisian National Statistical System. The latest operation, conducted between March 13, 2021 and March 8, 2022, constitutes the twelfth five-year survey of the kind that the National Institute of Statistics (NIS) has carried out since 1968. The initial objectives of this survey were to gather information on the acquisition by households of goods and services intended for consumption.
- **The employment survey**³⁷ - Tunisia conducts permanently the quarterly employment survey among households to monitor employment trends.
- **Initiative to Measure SDG 16 through National Household Survey**³⁸ - Under the direction of the National Institute of Statistics, Tunisia has launched a national household survey initiatives to track progress made towards Sustainable Development Goal 16. After conducting the first and second national surveys on "Governance, peace, and security" in 2014 and 2017, respectively, the National Institute of

Statistics conducted the third survey on the topic between October and December 2021 in cooperation with the Programme of the United Nations for Development.

Based on the results of this survey, many indicators pertaining to the Sustainable Development Goals, particularly Goal 16: Peace, Justice, and Strong Institutions, could be obtained.

- **National survey on international migration Tunisia-HIMS** (TUNISIA-HIMS)³⁹ - Within the framework of the MED-HIMS project (Households International Migration Surveys in the Mediterranean countries), this survey is carried out in Tunisia by the National Observatory of Migration (NOM) and the National Institute of Statistics (INS), with the support of the International Center for Migration Policy Development (ICMPD). TUNISIA-HIMS is the first national survey on international migration in Tunisia. This survey covers the entire territory of Tunisia, from July 2020 until March 2021.

Apart from the government ministries and departments, there are also civil society organizations (CSOs) involved in discrimination and inequality activities. The CSOs have been instrumental in tackling discrimination and inequality in Tunisia, especially through advocacy, and legislative reform promotion. The impact of civil society's efforts is shown by the presentation of Tunisia's Law against Racial Discrimination in 2018. This law is the first of its kind in the MENA region. It is a key step towards equality because it makes racial discrimination illegal and gives victims of racism the ability to pursue justice. Furthermore, the promotion of women's rights and the challenge of gender discrimination have been greatly aided by civil society.

In the production and use of data in general and administrative data on discrimination and inequality, there are laws in place that guides the

39 <http://www.migration.nat.tn/fr/tunisia-hims/presentation-tunisia-hims>

34 <https://www.ins.tn/enquetes?archivees%5B2%5D=2&page=1>

35 <https://www.ins.tn/methode/enquete-par-grappes-indicateurs-multiples-mics-4>

36 <https://www.ins.tn/publication/resultats-de-lenquete-nationale-sur-le-budget-la-consommation-et-le-niveau-de-vie-des>

37 <https://www.ins.tn/enquetes/enquete-nationale-sur-la-population-et-lemploi-t12022-t42023>

38 <https://www.unescwa.org/sites/default/files/event/materials/Indicateurs%20ODD%2016%20en%20Tunisie%20-%20Enquete%20Gouvernance%2C%20paix%20eh%20securite.pdf>

MDAs involved. The following are the principal laws and rules pertaining to data protection and privacy in Tunisia:

- The Organic Law No. 2004-63 of July 27, 2004 established the fundamental right to the protection of personal data connected to each individual's private life. It governs the protection of personal data in Tunisia. This law created a framework for the respectful treatment of personal data and dates back to 2002. The proposed organic law No. 25-2018 places particular restrictions on the processing of information about a person's race or genetic heritage, among other sensitive characteristics.
- A separate body established by Organic Law 63 of 2004 is the INPDP. Since its establishment, it has been instrumental in the implementation of data protection regulations in Tunisia. It is the oldest data protection authority in Africa and the Arab world. It is the chair of the French Organization for Personal Data Protection Authorities (FOPDPA) from 2019 to 2023.

In addition, in the following we have the main legal and organizational texts and decrees related to the national statistical system in Tunisia⁴⁰:

- Law No. 99-32 of April 13, 1999, relating to the National Statistics System (NSS). It constitutes the legislative basis of the (NSS) in Tunisia. Also, it defines NSS's fundamental principles, its structure, and the mission of its components.
- Decree No. 99-2798 of December 13, 1999, setting the terms and conditions for payment of the contribution of users of statistical information.
- Decree No. 99-2799 of December 13, 1999, setting the conditions and procedures for carrying out censuses and statistical surveys by public statistical structures among people not part of these structures.

- Decree No. 2000 -2408 of October 17, 2000, establishing the administrative and financial organization and operating methods of the National Institute of Statistics.
- Decree No. 2002-2925 of November 4, 2002, amending Decree No. 99-2797 of December 13, 1999, establishing the composition, organization and operating procedures of the National Statistics Council.
- Decree No. 2004-2659 of November 29, 2004, amending Decree No. 99-2797 of December 13, 1999, establishing the composition, organization and operating procedures of the National Statistics Council
- Decree No. 2005-1643 of May 30, 2005, establishing the organization chart of the National Institute of Statistics.
- Decree No. 2005-2857 of October 24, 2005, modifying and supplementing the annex to Decree No. 2005-1643 of May 30, 2005 establishing the organization chart of the National Institute of Statistics.
- Decree-law No. 2011-41 of May 26, 2011, relating to access to administrative documents of public bodies
- Decree No. 20132862- of July 10, 2013, organizing the 12th general population and housing census
- Decree-law no. 2011-54 of June 11, 2011, modifying and supplementing decree-law no. 2011-41 of May 26, 2011 relating to access to administrative documents of public bodies.

Conclusions and Recommendations

In conclusion, to address the ongoing problems of discrimination and inequality in North Africa, there is need for coordinated efforts across legal, institutional, and societal dimensions. This can be accomplished by applying the proposed suggestions in each country in the North Africa sub-region.

⁴⁰ <https://www.ins.tn/textes-juridiques>

- **Legal Framework and International Commitments** - All three countries have ratified several international treaties and established legal frameworks aimed at combating discrimination and promoting equality. These commitments demonstrate a strong commitment to the fundamentals of human rights. However, there appears to be a discrepancy between the efficacious execution of legislative frameworks and the conversion of these pledges into concrete results.
- **Role of National Institutions** - In each country, national organisations, such as data protection agencies and human rights councils, are essential to the observation, documentation, and promotion of equality and human rights. Their initiatives highlight the significance of strong institutional frameworks for defending rights and combating discrimination.
- **Civil Society's Influence** - Civil society organisations have demonstrated their critical role in advocating for human rights, pushing for legislative reforms. Also, they are useful in conducting independent data collection and analysis on discrimination and inequality through their active participation in all three countries.
- **Data Governance and Accessibility** - There are still gaps in data governance and accessibility even in the presence of established laws and regulations pertaining to data protection and privacy. The main challenges include the timely dissemination of data, the requirement for standardisation across data collection entities, and ensuring data relevance and granularity.
- **Administrative Data Systems** - The administrative data systems in the fields of health, education, justice, and social services are found to have both strengths and weaknesses, according to the report. There are some gaps in the collection and analysis of data related to discrimination, particularly with regard to intersectional discrimination, disability

status, and socioeconomic disparities. But there are also good practices that include robust data collection and quality assurance processes.

Regarding the recommendations, we can resume the following:

- **Reinforce the Implementation of Legal Frameworks** - By enhancing measures to guarantee full implementation and oversight of national anti-discrimination laws and international agreements. This could entail creating detailed action plans, submitting reports on a regular basis, and establishing public accountability systems.
- **Strengthen National Institutions** - Support and expand the mandate of national human rights institutions and data protection authorities. The objective is to supervise and implement anti-discrimination laws and policies actively. Foster inter-agency collaboration to unify efforts against discrimination and inequality.
- **Foster Civil Society Engagement** - Encourage increased cooperation between civil society organisations and government agencies. Make use of their experience and connections at the grassroots level to influence policy, enhance data collection, and intensify initiatives to fight inequality and discrimination.
- **Enhance Data Governance and Accessibility** - Implement comprehensive data governance frameworks that give priority to gathering aggregated data necessary for tracking inequality and discrimination. Promote open access to data and develop user-friendly platforms for data dissemination to enhance transparency and facilitate research and advocacy.
- **Establish thorough frameworks for data governance** that give priority to gathering aggregated data necessary for tracking inequality and discrimination. To increase openness, ease research and advocacy, and

facilitate data dissemination, encourage open access to data and create user-friendly platforms.

- **Improve Administrative Data Systems** -

Identify and address gaps in administrative data systems by implementing standardized and innovative data collection methods and technics. Invest in training for data collectors and analysts on handling sensitive. Also, ensure the inclusion of indicators relevant to tracking discrimination and inequality. Encourage institutions to exchange best practices and techniques in order to coordinate their efforts in data collection and analysis.

- **Promote Regional and International Cooperation** - Encourage the exchange of knowledge, best practices, and technical assistance among North African countries and with international partners. The objective is to strengthen capacities to combat discrimination and advance equality.



ANNEX 2
EASTERN AFRICA

Discrimination and Inequality Context

Equality and non-discrimination are anchored in the **Constitution of Kenya 2010**⁴¹ and relevant laws and policies have been developed to ensure their achievement. The Constitution of Kenya 2010 provides for gender equality, non-discrimination, and civil, political, economic, and social rights within the Bill of Rights. **Article 27(3)**, states: “Women and Men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres”. **Article 27(6)**, specifies that “to give full effect to the realization of the rights guaranteed under this Article, the State shall take legislative and other measures, including affirmative action programs and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination”.

The Bill of Rights in Kenya addresses key issues on the empowerment of youth, women, marginalized groups, persons abled differently, and children, with commitments to affirmative action in policies and programs. The government launched various policy documents that guide national development, including the **Economic Recovery Strategy for Wealth Creation-2003** (ERSWC)⁴², **the Poverty Reduction Strategy Paper** (PRSP)⁴³, **the National Development Plan 2001-2007**⁴⁴, and **the Medium-Term Expenditure Framework** (MTEF)⁴⁵. The

41 [Constitution-of-Kenya-2010-min.pdf \(kdc.go.ke\)](#)

42 [Economic Recovery Strategy for Wealth and Employment Creation 2003 - 2007.pdf \(kippra.or.ke\)](#)

43 [Kenya: Poverty Reduction Strategy Paper \(imf.org\)](#)

44 [Development Plans \(kippra.or.ke\)](#)

45 [FINAL-GECA-SECTOR-REPORT-2018-28_11_2018-1.pdf \(treasury.go.ke\)](#)

National Policy on Gender and Development aims to mainstream the needs and concerns of men, women, boys, and girls in all areas of the development process.

In employment, legislative measures have been implemented to protect job security for PWDs, youth, women, and marginalized groups e.g. **the Employment Act, No. 11 of 2007**, which provides paid maternity leave of three months and paternity leave of two weeks. The Act prohibits termination of employment on account of pregnancy and requires equal remuneration for all men and women performing work of equal value. The **Ministry of Labour Social Security and Services** has a policy **on occupational safety and health of workers and a safe environment for all worker categories**.

Kenya’s devolution process and creation of 47 counties also provided opportunities to shape and enhance the involvement of all groups in leadership positions and the sharing of resources across the country. One of the provisions of the Constitution requires no more than two-thirds of members of any county assembly or county executive committee to be of the same gender. County Public service boards are also duty-bound to recruit civil service without discrimination, considering women, youth, people with disabilities, and marginalized communities. The **Policy on devolved government** aims to engage women in many spheres of policy influence. It provides a framework for equal sharing of natural resources to marginalized communities, based on human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination, and protection of the marginalized. Citizen participation in county affairs ensures equality is maintained at all levels.

The constitution emphasizes the importance of equality before the law, including the right to equal protection and benefit from the law. It also emphasizes the full and equal enjoyment of all rights and fundamental freedoms. It also emphasizes gender equality, with equal treatment and opportunities in political, economic, cultural, and social spheres. The constitution also emphasizes non-discrimination, including against individuals based on various factors. It also calls for affirmative action programs to address past discrimination disadvantages. The constitution also emphasizes the need for gender representation in elected or appointive bodies, with a minimum of two-thirds of members being of the same gender.

Notably, Kenya is also a party to several international treaties and conventions³ that promote gender equality and non-discrimination. The following global human rights instruments have been ratified;

- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
- International Covenant on Civil and Political Rights (ICCPR)
- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)
- 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
- Convention on the Rights of Persons with Disabilities (CRC)

The Kenyan government, in line with the Optional Protocol to the Convention on the Rights of the Child, **sets a minimum age of 18 years for recruitment into the armed forces**, which is voluntary and conducted with full informed

consent from the individuals being recruited. Kenya has also been party to other international initiatives that have drawn attention to the need for gender equality such as;

- The Vienna Declaration on Human Rights⁴⁶,
- The Beijing Platform for Action⁴⁷,
- The International Conference on Population and Development (ICPD)⁴⁸,
- The Millennium Declaration and Millennium Development Goals (MDGs)⁴⁹ and the Sustainable Development Goals (SDGs)⁵⁰.

All these treaties and initiatives have influenced the National Policy on Gender and Development.

Regionally, Kenya has ratified;

- The African Charter on Human and Peoples' Rights⁵¹,
- The Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights (2005)⁵².
- The convention governing Specific Aspects of Refugee Problems in Africa⁵³,
- The African Charter on the Rights and Welfare of the Child⁵⁴, and

46 [Vienna Declaration and Programme of Action | OHCHR](#)

47 [PFA_E_Final_WEB.pdf \(unwomen.org\)](#)

48 [International Conference on Population and Development \(unfpa.org\)](#)

49 [Millennium Development Goals \(MDGs\) \(who.int\)](#)

50 [THE 17 GOALS | Sustainable Development \(un.org\)](#)

51 [African Charter on Human and Peoples' Rights | African Union \(au.int\)](#)

52 [Protocol to the African Charter on Human And Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights | African Union \(au.int\)](#)

53 [Convention Governing the Specific Aspects of Refugee Problems in Africa \(au.int\)](#)

54 [African Charter on the Rights and Welfare of the Child | African Union \(au.int\)](#)

- The Maputo Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa albeit with reservations on article 10 (3) and 14 (c)⁵⁵.

The other regional instruments that Kenya has adopted include;

- The African Union Agenda 2063⁵⁶ and
- The Solemn Declaration on Gender Equality in Africa⁵⁷.

Role of the National Statistics Offices (NSOs)

Kenya National Bureau of Statistics (KNBS) is a national institution mandated by the **Statistics (Amendment) Act (2019)** to generate comprehensive, reliable, timely, and disaggregated official statistics at the county level. The KNBS has offices in each county to coordinate statistical capacity-building programs and ensure international standards are applied in the production and dissemination of statistics. It works closely with ministries, counties, departments, and agencies (MCDAs) to ensure proper methods of collection, dissemination, analysis, and use of statistical data. KNBS promotes coordination of data collection including administrative data through the Governance, Peace and Security Statistics Section, and Inter-Agency Statistics Technical Committee. These units work together to ensure inequality issues are brought out and addressed both nationally and at the county levels.

The NSO (KNBS) also conducts basic quality checks on all data received from data producers to check inconsistency, incompleteness, and methodology among other aspects. Through the annual publications (economic survey and statistical abstract) the technical working committee on governance peace and security

⁵⁵ [Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa \(The Maputo Protocol of 2003\) | She Stands For Peace \(un.org\)](#)

⁵⁶ [Agenda 2063 | African Union \(au.int\)](#)

⁵⁷ [Solemn Declaration on Gender Equality in Africa | African Union \(au.int\)](#)

statistics on an annual basis requests data depending on the kind of template agreed upon with the individual stakeholders. Upon receiving the data quality check is conducted as a control measure. During the validation workshop, the stakeholders validate datasets. NSO plays the critical role of instilling the sense of producing quality data to other data producers.

Overview of Administrative Data Systems

In Kenya, several state and non-state organizations collect and collate administrative data on discrimination and inequality. They include;

- **Government agencies**
 - **The State Department for Gender and Affirmative Action** is the highest office that is responsible for the overall coordination of gender mainstreaming in national development, formulation, review, and management of gender-related policies, negotiations, domestication, and reporting on gender-related international and regional treaties and promotion of equitable socioeconomic development between men and women.
 - **The National Gender and Equality Commission** promotes gender equality and freedom from discrimination, monitors equality in Ministries, Counties, Departments, and Agencies, and conducts gender audits to ensure constitutional compliance. It also ensures equality for special interest groups like minorities, marginalized persons, women, persons with disabilities, and children, and investigates complaints related to gender-appropriate action.
 - **The Public Service Commission of Kenya, Teachers Service Commission, Judicial Service Commission, County Public Service Boards, and County Assemblies Service Boards** are working

to integrate constitutional gender equality and non-discrimination principles into human resource recruitment, training, and promotion. They are also integrating the 'not more than 2/3 gender principle', collecting data on human resource capacity, and establishing gender focal points.

- **The National Cohesion and Integration Commission** is responsible for promoting equal opportunity, harmony, and peaceful co-existence among different ethnic and racial communities. It advises the government on matters related to these issues, aims to eliminate discrimination, and promotes tolerance and acceptance of diversity. The commission also promotes respect for religious, cultural, and linguistic diversity in a plural society. It plans and coordinates educational programs to promote peace and harmony among ethnic communities and racial groups. It also promotes conflict resolution mechanisms, investigates complaints of discrimination, and advocates for policy, legal, or administrative reforms affecting ethnic relations. The commission conducts research and studies on ethnic affairs, making recommendations to the government. It monitors and reports on the implementation of its recommendations to the National Assembly. The commission also determines strategies and priorities in socio-economic, political, and development policies impacting ethnic relations and advises on their implementation.
- **The Commission on Administrative Justice** is responsible for ensuring the protection and promotion of human rights and freedoms in public administration, as well as promoting compliance with minority and marginalized group rights.
- **The Constitutional and Independent Commissions in Kenya** are responsible for enforcing gender equality and non-

discrimination provisions, examining laws, policies, and practices that may impair equal opportunities, safeguarding the rights of all Kenyans, particularly women and girls, implementing gender policies in line with their mandates, and conducting gender audits as per their mandates.

- **Civil Society Organizations (CSOs)**

Kenya has a vibrant and expanded civil society space, especially in human rights institutions in compliance with the Paris Principles. This has helped to push forward awareness of discrimination and inequality issues. CSOs such as **Federation of Women Lawyers in Kenya (FIDA Kenya)** in this space are dedicated to promoting human rights in all spheres and levels, promoting inclusion and equality. Others such as the **International Budget Partnership (IBP)** ensure resources, nationally and locally are equitably allocated to people, including vulnerable and underprivileged groups.

Kenya Human Rights Commission (KHRC) maintains a litigation tracker that informs its work in advocating for inclusion and political, social, and economic justice, and also works with government agencies to increase public knowledge of gender mainstreaming laws, policies, and programs as well as educate the public on gender-related issues. Most CSOs run awareness campaigns and civic education initiatives to promote knowledge exchange and participation in good governance. They actively participate in national planning and budgetary processes, technical working groups, and sector working groups to ensure equality perspectives are considered in decision-making processes. They create and implement programs targeting important equality intervention areas, and integrate inequality and discrimination issues into internal policies, initiatives, and activities to promote fair and inclusive governance. Others such as the **Independent Medico Legal Unit (IMLU)** not only collect and monitor data on

victims and survivors of torture but also ensure marginalized and disadvantaged groups access justice and protection through legal aid services under the law.

In summary, the existing administrative data sources on discrimination and inequality include;

- The State Department for Gender and Affirmative Action,
- National Gender Equality Commission,
- National Cohesion and Integration Commission,
- Council of Governors,
- Commission on Administrative Justice,
- Ministry of Education,
- Higher Education Loan Board,
- Kenya Human Rights Commission,
- Ministry of Interior and National Administration
- Department of Children Services
- Ministry of Labour and Social Protection
- Federation of Women Lawyers (FIDA) Kenya
- Ministry of Foreign Affairs
- State Department for Refugee Services,
- State Department for Social Protection and Senior citizen affairs.
- Ministry of health
- Public Service Commission and County Service Board
- Independent Police Oversight Authority
- Teachers Service Commission
- Kenya Institute of Public Policy Research and Analysis
- Kenya National Bureau of Statistics

Apart from the administrative data collected through ministries and CSOs, household surveys are also administered by the KNBS with modules on discrimination and inequality for instance;

- The Kenya Integrated Household Budget Survey (KIHBS)
- The Kenya Population and Housing Census (KPHC)
- Economic surveys - captures discrimination and inequality in the chapter touching on governance, peace, and security

They are also significant data sources providing insights into discrimination and inequality in Kenya.

The other sources of discrimination and inequality data are reports. For instance, during the 2019 census, analytical reports on discrimination and inequality were created using modules like stateless or intersex. For the first time in Kenya's history, Kenya's NSO, KNBS, saw the need to incorporate refugee populations and stateless persons into the national statistical system through the census. More recently Kenya has included refugees in its Economic Surveys demonstrating Kenya's commitment to producing, coordinating and disseminating statistics on these vulnerable populations. The Economic Survey report of 2021 includes a set of modules that provide statistics on Kenya's economic performance, labor market situation, education, health services, and social inclusion, among others. Within the report, refugee statistics are included and data is provided by the Refugee Affairs Secretariat (RAS) in collaboration with UNHCR. The report further includes statistics on the number of registered refugees and asylum seekers in Kenya by age and sex from 2016 to 2020⁵⁸.

58 <https://egrisstats.org/recommendations/implementation-progress/country-case-studies/kenya/>

The agency is also incorporating modules proposed by the Praia Group in their surveys to highlight discrimination and inequality. Through the incorporation of specific modules/options like Intersex and Stateless, NSO gets the numbers and background characteristics of these groups. This information informs policies and subsequently aids in the drafting of bills. Through such moves, some people have attained citizenship in Kenya. Currently, the NSO is conducting a mapping exercise of persons abled differently, a move that was informed by statistics. NSO plays a critical role in bringing out discrimination and inequality through the data they produce which is used to enlighten the public.

In summary, the majority of administrative data holders on discrimination and inequality are national or local administrative bodies, equality bodies, or other human rights CSOs as described in the previous sections. The data types collected and kept are in the form of administrative records, complaints data, victims of violence, health, educational, employment, legal, refugee records, or general demographic data. Most of the administrative data collected is required by law and accessible online while data on discrimination and inequality is available upon request. Only processed summarized information is publicly accessible with concealed subject source identifiers. To

ensure the security of the information collected, most of the data uses a unique identifier for individuals/reporting units that provided the data. The frequency of admin data collection varies (i.e., annually or continuous), the granularity is at national or regional level and the coverage is for the entire target population. The thematic theme mostly covered with the admin data sources available is ***promotion of equality*** disaggregated by sex. Further, the administrative data collected not at all times measure the intended indicators on discrimination and inequality fully but partially. The KNBS has a Memorandum of Understanding (MoU) with the Kenya National Commission on Human Rights on matters related to human rights in the country and normally nominates members from other stakeholder institutions to the technical working committee on governance, peace, and security. KNBS is also working towards incorporating a module on discrimination and inequality in their surveys and conducting a stand-alone survey on governance, peace, and security. Some of the challenges hindering effective and efficient production and use of administrative data on discrimination and inequality are financial resources, human resource and technological challenges in coordinating data producers, untimeliness, inaccuracy and lack of required quality of data from other producers.

“There is a need for the establishment of a technical working committee to spearhead the production of discrimination and inequality data, coordinate and train other data producers, and ensure consistency in data production across the board. KNBS given the financial support can incorporate a stand-alone module on discrimination and inequality in their future surveys, produce, and publish annual fact sheets on discrimination and inequality. Finally, there is a need for political goodwill from the country’s top leadership on the need and importance of having data on discrimination and inequality.”

Renice Bunde, Assistant Manager
Governance, Peace and Security Statistics, KNBS]

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

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 19
Type of organizations collecting admin data	Equality bodies, human rights institutions, administrative bodies, national Statistical Office, and justice sector institutions.
Type of datasets and elements of discrimination and inequality in the admin data	Civil registration, migration and refugee, Education, Health, Justice, Diaspora information, Labour, economic status, land and housing, human rights, and demographics.
Admin data quality	There exist clear guidelines on data quality and stakeholders conform to it.
Digitization, intractability, and visualization of admin data	Admin data is collected digitally and there is access to visuals and summary reports on the websites and portals. Datasets are also downloadable.
Accessibility and dissemination of data	There is open access to the public and use and dissemination are accessible through websites, apps, journals, reports, workshops, and portals.
What's the general cross-cutting overall challenge for the country	Human resource and technical skills insufficiencies, Admin data infrastructure weakness, NSO coordination of stakeholder's weakness, Budget constraints, etc.
Thematic areas covered	Health, Education, Security, Refugee population and stateless persons, Human rights reports including Promotion of Equality and Reporting and Sentencing of Discrimination, Harassment and Hate Crimes where hate speech tracking is done and reported, frequency of police brutality and killings reporting, among others.
Mode of data collection	Paper based and Digital
Geographical coverage	Entire target population

Data Challenges and Gaps Analysis

the National Statistical Organization (NSO) faces significant challenges in **data collection and analysis** due to **staff shortages, technical capacity gaps**, and **financial constraints**. The absence of **specific modules in social-related surveys and censuses** hinders effective data capture on discrimination and inequality. The production of statistics is hindered by **coordination gaps** between ministries, departments, agencies, and other producers by the PSC and NSO. The NSO and Department for Gender face **staffing**

shortages, technical capacity gaps, and **financial constraints** that hinder data collection and analysis. Additionally, there are capacity gaps in **technology use** and **ICT infrastructure** and **a lack of a dedicated coordination team within the NSO**.

Below are some of the solutions that could be adopted to address the above-mentioned institutional gaps;

The United Nations (UN) fraternity, including UN Women, the Office of the High Commissioner for Human Rights (OHCHR), and the United Nations Development Programme (UNDP) in collaboration

with relevant stakeholders such as government agencies and civil society organizations can **convene meetings and workshops to provide a platform for discussing challenges and identifying strategies to enhance the production of administrative data on discrimination and inequality**. **Technical assistance and capacity-building support** can be provided to the National Statistical Organization (NSO) and other relevant stakeholders on data collection methodologies, analysis techniques, and integrating modules specifically addressing discrimination and inequality in surveys and census operations. **Revising existing survey instruments with targeted questions and indicators** could be a solution. **Establishing a centralized coordination technical committee, increasing staffing levels, investing in training programs, advocating for increased budget allocations, and upgrading ICT infrastructure within the NSO** will help improve data collection and reporting processes.

Data Quality Gaps

According to the NSOs, data quality gaps (timeliness, accuracy, coherence, and compatibility) in administrative data often include; **incompleteness** and **not reliable**, **lack of data-disaggregation**, misaligned with SDG indicators, and irregular. Despite recent automation efforts through [e-Citizen⁵⁹](#), most registers, particularly those of births and deaths, are **not transmitted in real-time**, making them vulnerable to data quality issues. Additionally, some registers rely on other agencies, making it **difficult to timely use and verify the authenticity of documents**. The other main issue is the **lack of thorough analysis for generating new or richer statistics/insights** on discrimination and inequality. This is due to the **absence of discrimination and inequality dimensions in surveys and censuses**. Most data issues reported appear to be caused by weak coordination capacity from the NSO and PSC, inadequate alignment with inequality

59 [Home · Government of Kenya services simplified \(ecitizen.go.ke\)](#)

and discrimination priorities, insufficient funds for statistics production and capacity building, and capacity limitations.

Good Practices

the governance, peace, and security statistics unit within KNBS is responsible for producing statistics on discrimination and inequality. However, the size of the economic survey document limits the publication of comprehensive information on these areas. The unit needs to develop a stand-alone fact sheet on discrimination and inequality, as the chapter on this subject is limited. Coordination and support from stakeholders and management have enabled the growth in the collection, publication, and use of discrimination and inequality statistics. Several stakeholders have shown good practices since undergoing training on quality checks from NSO, ensuring their data meets quality standards. These stakeholders include the police department, prison services, judiciary, EACC, KHRC, children's department, and NCPWD. The majority of these stakeholders are compliant and safe for the few who are keeping up.

Recommendations

The NSO needs support to produce annual fact sheets on discrimination and inequality and to hold in-person meetings with stakeholders to discuss and produce reports annually. There is also a need for support to establish a technical working committee on discrimination and inequality as well as carry out capacity-building workshops for staff and other relevant stakeholders. NSO needs support from UN Women and other relevant organizations to reach and engage the top leaders within the government to create buy-in and ensure prioritization of statistical production. There is need also for strengthened support in coordinating other stakeholders majorly the Public Service Commission which ensures MDCAs collect and share information with NSO.



Discrimination and Inequality Context

The Constitution of Uganda acknowledges marginalization and discrimination against certain groups based on factors such as gender, age, disability, or other attributes. Uganda established the **Equal Opportunities Commission** (EOC)⁶⁰ to address these issues. The EOC⁶¹ is responsible for monitoring and ensuring that policies, laws, plans, programs, activities, practices, traditions, cultures, usages, and customs of various entities, including state organs, statutory bodies, public bodies, private businesses, non-governmental organizations, and social and cultural communities, comply with equal opportunities and affirmative action for marginalized groups. The Commission investigates any act, circumstance, conduct omission, program, activity, or practice that constitutes discrimination, marginalization, or undermines equal opportunities. It also collects and manages administrative data, information and educational programs to promote public awareness and acceptance of equal opportunities in employment, occupation, education, and social services. The Commission conducts research and organizes workshops, seminars, and public discussions on equal opportunities and treatment in employment, education, social services, and social and cultural constructs. It considers recommendations and requests for promoting equal opportunities and prepares guidelines for implementation. The Commission monitors compliance with international and regional conventions, treaties, and other instruments

60 [Functions and Powers of EOC](#)

61 [Functions and Powers of EOC](#)

relevant to its functions. The Commission can rectify, settle, or remedy any act, omission, circumstance, practice, tradition, culture, usage, or custom found to constitute discrimination or marginalization through mediation, conciliation, negotiation, settlement, or other dispute resolution mechanisms. It can also hear and determine complaints against actions, practices, usages, plans, policy programs, traditions, cultures, or customs that undermine equal opportunities. The **National Equal Opportunities Policy**⁶² thus, aims to promote equality of opportunities for all persons, regardless of their social, economic, cultural, or political background, in all activities, programs, plans, and policies of the government, private sector, and non-governmental organizations in all spheres of social, economic, political, and civil life. This has been crucial for ensuring a balanced and equitable development in Uganda.

The **Constitution of the Republic of Uganda (1995)**⁶³ **Chapter 4 Clause 21** talks about Equality and freedom from discrimination providing the legal framework for ensuring no one is discriminated against or left behind in Uganda. Other legislation addressing issues of inequality and discrimination are **Uganda's Vision 2040**⁶⁴ and **the third National Development Plan**⁶⁵. Additional policies related to equal opportunities include **the Uganda Gender Policy, 2007**⁶⁶ targeting to reduce gender inequalities, **the Uganda National Youth Policy, 2016**⁶⁷ to address youth challenges

62 eoc.go.ug/eoc/wp-content/uploads/2020/04/THE-NATIONAL-EQUAL-OPPORTUNITIES-POLICY.pdf

63 [Constitution -1995 \(ec.or.ug\)](#)

64 [Uganda Vision 2040 | Uganda National Web Portal \(gou.go.ug\)](#)

65 [library.health.go.ug/sites/default/files/resources/Third National Development Plan III%2C 2020-21-2024-25.pdf](#)

66 [Gender Policy Booklet.pmd \(fao.org\)](#)

67 [National Youth Policy | Uganda National Web Portal \(gou.go.ug\)](#)

and harness their potential, **the National Social Protection Policy 2016**⁶⁸, **the National Policy for Older Persons 2009**⁶⁹, and **the National Equal Opportunities Policy, 2006**⁷⁰. These policies aim to promote equality of opportunities for all Ugandans, regardless of gender, age, physical ability, health status, or geographical location, in all activities, programs, plans, and policies of the government, private sector, and non-governmental organizations.

In terms of treaties and conventions, Uganda has adopted, ratified, and implemented several international and regional instruments that lay a foundation for the promotion of equal opportunities for all. Uganda is a party to several international conventions, treaties, protocols, and declarations³ promoting equal opportunities. These include;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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

68 [National-Social-Protection-Policy-uganda.pdf \(socialprotection.go.ug\)](#)

69 <https://www.unicef.org/uganda/sites/unicef.org.uganda/files/2018-05/Unicef%20older%20Persons%20final%20version%203.pdf>

70 [Introduction \(eoc.go.ug\)](#)

- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
- Convention on the Rights of Persons with Disabilities

These conventions aim to promote equal opportunities, eliminate discrimination, and ensure equal opportunities for all individuals, including migrant workers. Uganda's commitment to these conventions aims to ensure the protection and development of indigenous peoples' cultures, traditions, and customs, while also promoting peaceful and inclusive societies for sustainable development.

Regionally, Uganda is a party to several regional conventions, treaties, protocols, and declarations promoting equal opportunities. These include;

- The African Charter on Human and Peoples' Rights, 1986⁷¹,
- The African Youth Charter 2006⁷²,
- The African Agenda 2063⁷³,
- The African Union Gender Policy (2009)⁷⁴,
- The Maputo Protocol⁷⁵, and
- The African Protocol on Disability⁷⁶.

These conventions aim to protect human rights, involve youth in development, accelerate social-economic transformation, address cultural and traditional barriers, and promote socioeconomic development.

71 [African Charter on Human and Peoples' Rights | African Commission on Human and Peoples' Rights \(au.int\)](#)

72 [African Youth Charter | African Union \(au.int\)](#)

73 [Agenda 2063: The Africa We Want. | African Union \(au.int\)](#)

74 [au.int/sites/default/files/documents/36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf](#)

75 [About the Protocol | Maputo Protocol](#)

76 [The African Disability Protocol: a call to leave no one behind | Blogs | Sight Savers](#)

Role of the National Statistics Offices (NSOs)

The provision in the *Statistics Act of 1998* provides for the development and maintenance of a National Statistical System to ensure the collection, analysis, and publication of integrated, relevant, reliable, and timely statistical information. It also established the Uganda Bureau of Statistics (UBOS) as a coordinating, monitoring, and supervisory body for the National Statistical System. UBOS is responsible for bringing together stakeholders in the National Statistics System with the view of strengthening partnerships for data and statistical development. The Bureau is responsible for providing high-quality central statistics information services, promoting standardization in statistics collection, analysis, and publication, providing guidance, training, and assistance to other users and providers, promoting cooperation among users and providers at national and local levels, and being the focal point of cooperation with statistics users and providers at regional and international levels. UBOS operates within various international, regional, and national statistical strategic frameworks, including the Cape Town Global Action Plan for Sustainable Development Data (CTGAPSDD), the Strategy for Harmonization of Statistics (SHaSA), the EAC Regional Strategy for the Development of Statistics (RSDS), and the PNSD. These frameworks are aligned with the UN Fundamental Principles of Official Statistics.

The National Statistical Office (NSO) in Uganda plays an important role in shaping statistical production around various indicators including discrimination and inequality. It guides data producers in creating toolkits to measure indicators related to various aspects of statistics. The NSO fosters collaboration with data producers to develop studies focused on discrimination and inequality, providing valuable insights into the root

causes and experiences of social injustices within Uganda. The NSO also participates in formulating methodologies for data collection, ensuring rigorous, inclusive, and aligned approaches with best practices. The NSO provides frameworks and methodologies to enable data producers to systematically capture and analyse data points that reveal patterns of discrimination and inequalities across various societal dimensions. However, the NSO faces challenges in its capacity and mechanisms for addressing data collection challenges among different stakeholders in the country. The NSO has not been able to frequently conduct targeted studies or surveys on discrimination and inequality. Additionally, the NSO lacks clear mechanisms for fostering cooperation with data producers, and there is a need to establish robust partnerships with relevant stakeholders to enhance data collection.

Overview of Administrative Data Systems

The main stakeholders involved in the production and the use of administrative data related to discrimination and inequality include various government Ministries, Departments and Agencies (MDAs), District Local governments, Civil Society Organizations, Academic and Research Institutions, and Development partners. Some of these stakeholders are;

- Ministry of Health
- Ministry of Justice and Constitutional Affairs
- National Records Centre and Archives
- Ministry of Public Service
- Uganda Registration Services Bureau
- Uganda Human Rights Commission
- Ministry of Lands, Housing and Urban Development

- Electoral Commission
- Ministry of Education and Sports
- Uganda National Examination Board
- Higher Education Students Financing Board
- Equal Opportunities Commission
- The Judicial Service Commission (JSC) through the Directorate of Complaints, Investigations, and Disciplinary Affairs,
- The Uganda Human Rights Commission.
- The Ministry of Gender, Labour, and Social Development (MGLSD) - responsible for overseeing and coordinating the implementation of the national equal opportunities policy
- Uganda Bureau of Statistics (UBOS) - responsible for coordinating and supervising the National Statistical System. It is worth noting that while conducting the Uganda National Household Survey (UNHS) of 2019/20, UBOS incorporated modules that targeted to assess violence. The survey collected data on violence against women and girls (VAWG), violence against children (VAC), violence against men (VAM), and violence, abuse, and neglect (VAN) among older women.

The Civil Society Organizations (CSOs) also produce administrative data on discrimination and inequality. There are several CSOs active in Uganda. They include;

- The Federation of Women Lawyers,
- The National Union of Disabled Persons of Uganda,
- National Council for Persons with Disabilities
- Uganda National Action on Physical Disability etc.

The CSOs play an advocacy role in the implementation of The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), take a lead role in mobilizing resources for running activities on eradication of discrimination and inequality, promoting and disseminating equal opportunities interventions, and monitoring and evaluating their impact and effectiveness, ensuring efficient service delivery, advocacy, and effective policy implementation.

In summary, guided by the Statistical Act of 1998, administrative data is collected both in digital and paper-based forms. The administrative data produced is disaggregated by sex and aggregated at the individual level, required by law and accessible online. The geographical granularity of the administrative data is at national and regional levels and coverage is for the entire target population. The frequency of data collection is continuous, data protection guaranteed and quality control measures in place at the data holder level. The thematic areas on discrimination and inequality covered by the data are promotion of equity, Experiences of Discrimination & Harassment, Reporting and Sentencing of Discrimination and Harassment and Hate Crimes. Some of the challenges inhibiting the collection, analysis and dissemination of administrative data on discrimination and inequality are;

- Technological resources and infrastructure (Inadequate, outdated) and skills deficiencies
- Human resource and financial inadequacies.
- Financial constraints
- Regional and gender imbalance, and lack of office space

Table 3: Summary of administrative data sources, data collected, use and related challenge

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 21
Type of organizations collecting admins data	National, local administrative body, justice sector institutions, local service provision institution, national statistical office, national human rights commission, equality bodies
Type of datasets and elements of discrimination and inequality in the admin data	Civil registration, migration and refugee, Education, Health, Justice, Diaspora information, Labour, economic status, land and housing, human rights, and demographics.
Admin data quality	There exist clear guidelines on data quality and stakeholders conform to it.
Digitization, intractability, and visualization of admin data	Some Admin data is collected digitally
Accessibility and dissemination of data	There is open access to the public and use and dissemination are accessible through websites, apps, journals, reports, workshops, and portals.
What's the general cross-cutting overall challenge for the country	Technological resources and infrastructure (Inadequate, outdated) and skills deficiencies, Human resource and financial inadequacies, financial constraints, Regional and gender imbalance, and lack of office space
Thematic areas covered	Promotion of Equality, Experiences of Discrimination & Harassment, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
Mode of data collection	Paper based and Digital
Geographical coverage	Entire target population

Data Challenges and Gaps Analysis

The generation of statistics specifically on discrimination and inequality has not been conducted systematically and frequently by either UBOS or any other organization in Uganda, save for passive disaggregation by sex and age done as part of traditional surveys or administrative data collation process. Discrimination and inequality **remain a grey area and coordination of the generation of gender statistics remains ad hock.**

To address the prevailing data gaps concerning discrimination and inequality in Uganda, the National Statistical Office believes that there is a need for a **comprehensive examination of the country's landscape regarding these issues**

(confirmed through the interview of one of the contacts at the UBOS office). Given the numerous elements of discrimination and inequality in Uganda, the NSO needs to expand on this assessment to get an in-depth understanding of discrimination and inequality across various sectors and throughout the country. This will also be crucial for the NSO to evaluate the quality, coverage, and accuracy of existing data related to discrimination and inequality.

The National Statistical Office faces several challenges in generating discrimination and inequality data and assisting stakeholders in administrative data collection. The NSO's **lack of enough technical personnel** which has led to

challenges in meeting the demands for accurate and reliable statistics, and its understanding of complex issues like discrimination and inequality is hindered by **this lack of specialized knowledge** and the **limited number of personnel**. Additionally, **failure to secure sustainable funding** has led to unpredictability in data production and poses financial uncertainty for long-term planning and capacity-building efforts. **Inadequate mechanisms for reporting and coordination within the NSO** have led to inefficiencies and inconsistencies in data collection and reporting processes. The **influence of donors also poses a challenge**, as they exert control over the NSO's activities, diverting resources away from crucial areas of statistical production and undermining its independence and impartiality in data collection and reporting.

The currently available administration data in the country are largely faced with **incompleteness, inadequacy, lack of complete coverage**, and **failure to meet user needs**. Some of the gaps experienced in the administrative data are primarily caused by a deficiency in necessary indicators during data collection. Various technical challenges impede the generation and analysis of administrative data. These challenges include the **absence of a standardized manual, a lack of harmonized concepts**, and an **unclear scope** in some of the measurable indicators e.g. discrimination, gender, and inequality. **Methodological limitations**, such as changes in terminology and concepts over time, pose obstacles to in-depth analysis of administration data along the areas of discrimination, inequality as well as gender.

Moreover, **limited information on existing administrative data hampers** comprehensive analysis and interrogation of the available data. Additionally, **the absence of standardized data collection tools** to guide administrative data collection and collation complicates the process of accurately gathering data around the areas of inequality and gender, thereby undermining the

accuracy and consistency of analysis along those thematic areas. Further, **technical challenges and deficiency in awareness persist across all administrative levels among data producers** regarding statistical tools. Moreover, there is a **shortage of statistical data analysis skills and equipment**, particularly among stakeholders like local district governments and civil society organizations. Currently, attempts to collect gender-disaggregated data include only a few variables, and some registers from institutions such as local hospitals and public service centres are not disaggregated by sex. Addressing these challenges is crucial for enhancing the thorough analysis and interpretation of administrative data. Although the data partially fulfils user needs, there are notable gaps and delays in its dissemination or further processing.

To address, some of the mentioned administrative data gaps;

The National Statistical Office (NSO) needs to **recruit more technical staff** to improve good quality administrative data production and support capacity. This will help meet the growing demand for accurate statistics around discrimination and inequality. **Training and skill development programs** should be provided to enhance NSO staff's understanding of discrimination and inequality issues. **Adequate funding is also crucial for NSO activities**, enabling investment in infrastructure, technology, and training programs. This will also help address data gaps through targeted research projects and capacity-building efforts. Lastly, **improving reporting and coordination among data producers** is essential. **Clear protocols and mechanisms for data sharing and collaboration** will streamline processes and improve the quality and accuracy of produced statistics. By fostering better communication and cooperation among stakeholders, the NSO can ensure a more comprehensive approach to data collection and reporting.

Data Quality Gaps

To achieve administrative data quality and deal with the challenges, the various stakeholders in the data ecosystem have a role to play. For instance, the NSOs and data producers/owners are responsible for **coordinating and implementing standard methods** in collecting, processing, and maintaining administrative data, and implementing stringent quality control measures in data production processes. To address data quality gaps, the NSO and data producers must **engage in comprehensive training and capacity-building initiatives** for their personnel, covering topics such as data collection methodologies, processing techniques, and quality assurance protocols. Also, the **collaboration of NSO with other stakeholders** is crucial for understanding data needs and finding solutions to address those concerns. Guaranteeing adequate resources, such as **funding and manpower**, is essential for NSO and other data producers/owners to support their endeavours in comprehensive statistical production.

Additionally, since the NSO play a central role in setting standards and guidelines for data collection, processing, and reporting, providing clear protocols and methodologies to ensure uniformity and comparability of data. They are responsible for conducting robust capacity-building programs for their staff and stakeholders, fostering a shared understanding of data quality standards and best practices. Coordination and collaboration efforts are essential for NSOs, facilitating the harmonization of data production initiatives across diverse agencies and organizations. Advocating for adequate financing for statistical production at the national level is also crucial.

“We need to do a comprehensive study of discrimination and inequality within Uganda, how is it understood across the board and what type of information exists. And then from there, it will be easy to understand the support we need to address these issues”

Diana – Uganda Bureau of Statistics

Data Accessibility and Use

The Uganda NSO has established **a client charter**, outlining its commitments to accessibility, quality, and timeliness of statistical data. This charter guides transparency and accountability in providing statistical services. In the past, the NSO has offered **resources and training opportunities** to aid in the accurate interpretation and utilization of statistics through workshops, seminars, and online resources. The NSO has made efforts **to enhance the availability of survey and census micro datasets**, but efforts in supporting administrative data collection, analysis, use and access are not clearly understood. The NSO has in the past **promoted statistical literacy through awareness campaigns and educational initiatives**. Institutionalized mechanisms for gathering feedback from data users are in place to improve data dissemination and user support services although these are biased much more towards survey type of data. The NSO’s dissemination strategy and policy have ensured the predominant survey data and information are provided in a user-friendly manner, including pre-announced release calendars for timely data release and equitable access for all users.

Additionally, to enhance access and use, the dissemination of administrative data is done through a variety of channels, including reports, flyers, websites, apps, portals, electronic means, seminars, and workshops, and users often visit institutions to request access to much of the information that is not openly available. Also, there is a fully-fledged department in charge

of dissemination within the NSO which also works closely with academia on dissemination of information making.

Good Practices

the administrative data landscape in Uganda is more advanced as compared to many other countries in the region. However, the data on discrimination and inequality is so scanty. Regarding coordination, UBOS has really invested many efforts to bring many agencies on board and to ensure a standardized data system. The UBOS has established the **Citizen generated data toolkit**⁷⁷ which provides legal and policy frameworks for data collection. The toolkit also takes care of the integration of ancient data sources into the national data landscape. The toolkit also ensures the capturing of important gender-related data like women's empowerment. The government of the Republic of Uganda also identifies the need for qualitative statistics in the country. The **National Policy on Public Sector Monitoring and Evaluation**⁷⁸ provides a legal framework for monitoring and evaluation methodologies to ensure data quality. The policy recognizes the need for M&E experts to guide the utilization of data findings.

UBOS is mandated with the production of statistics for the country's data needs. To ensure high-quality statistics, UBOS has developed to **modernize, and transform, the Ugandan National Statistical system**. The framework also provides a systematic approach to improving the quality of official statistics. UBOS works in close collaboration with the Ministry of ICT & National Guidance⁷⁹ which has been very proactive in guiding data creation technologies and creation of modern data management systems. The ministry is also

77 [09_2022UgandaCGD_Guideline_Toolkit_2910202102.pdf \(ubos.org\)](#)

78 [Uganda-National-ME-Policy-July-2013.pdf \(qpffe.org\)](#)

79 [Ministry of ICT & National Guidance - Uganda](#)

mandated **to develop modern and clear data standards** to meet the wider Ugandan National data strategy⁸⁰ as well as the Big Data Utilization Strategy 2023/2024 - 2027/2028⁸¹.

Despite the mentioned shortcomings in administrative data on discrimination and inequality, especially based on gender (women and girls). UBOS received support from international organizations like UN Women which resulted in the publication of the **National Survey on Violence in Uganda**⁸² report that has led to evidence-based policymaking. Other reports published on inequality and discrimination include the **National Priority Gender Equality Indicators (2016)** (NPGEIs)⁸³, and the subsequent **National Priority Gender Equality Indicators (2019)**⁸⁴. However, despite these commendable efforts, much remains to be done in this area. There is a need for capacity building to support UBOS to enhance the depth and frequency of their publications on discrimination and inequality. Lastly, the country has put in place **data protection and regulations** to ensure safety and required standards for its data. This mostly prioritizes the safeguarding of personal data. However, there are mentioned vulnerabilities within these regulations such as limited understanding of data protection laws, inadequate regulation capacity and a culture of unaccountability.

Recommendations

First, **systematic discrimination and inequality profiling exercises should be conducted by the National Statistical Office** to develop an inventory of existing statistics for users, identifying gaps and prioritizing areas for further administrative

80 [Advancing Uganda's National Data Strategy - Ministry of ICT & National Guidance](#)

81 [MOICT-BIG-DATA-UTILIZATION-STRATEGY.pdf](#)

82 [2022VAWG_qualitative_report.pdf \(ubos.org\)](#)

83 [2018NPGEIs_Oct2016.pdf \(ubos.org\)](#)

84 [2018NPGEIs_Oct2016.pdf \(ubos.org\)](#)

data collection and analysis. Prioritizing the integration of discrimination and inequality and time use variables into key national surveys is crucial for systematic discrimination and inequality considerations in data collection efforts.

Secondly, the NSO needs to develop a **comprehensive discrimination and inequality statistics strategy and operational plan**, outlining clear objectives, methodologies, and timelines for collecting and disseminating discrimination and inequality-disaggregated data. This plan should include training sessions and seminars to raise awareness among stakeholders about the importance of discrimination and inequality statistics and methodologies.

Consultation with data users during the planning phase of data collection exercises is essential to identify specific data needs and ensure the relevance and usability of collected data. Moreover, collaboration with relevant stakeholders is essential for enhancing data collection efforts through

capacity-building initiatives for data producers and establishing data-sharing agreements with relevant agencies. **Advocacy for comprehensive and consistent data collection** is essential to provide policymakers and stakeholders with detailed insights into discrimination and inequality-related trends and issues.

Implementing **Management Information Systems (MIS)** at national and local government levels can enhance data collection and dissemination processes. **Capacity-building programs** should be developed for generating the National Programme for Gender Equality Indicators (NPGEIs), ensuring efficient data management, analysis, and reporting. **Mainstreaming of gender in all statistical activities** should be promoted, including strategic planning, research, and advocacy. Regular research and studies should identify gender discrimination and inequality-related trends and issues for inclusion in statistical reports.

TANZANIA

Discrimination and Inequality Context

Tanzania has put in place a comprehensive strategy to eliminate discrimination and inequality through international treaty commitments, institutional frameworks, data governance policies, stakeholder engagement, and promoting the involvement of civil society. The country has ratified several key international treaties³ relevant to discrimination and inequality, such as;

- The **International Covenant on Economic, Social, and Cultural Rights** (ICESCR)⁸⁵ - guarantees rights related to health, education, and decent work.
- The **International Covenant on Civil and Political Rights** (ICCPR)⁸⁶ - treaty that empowers individuals and groups to advocate against discrimination, the right to liberty and security of people and freedom from arbitrary arrest or detention.
- The **Convention on the Rights of Persons with Disabilities** (CRPD)⁸⁷ - The protocol guides administrative data collected to identify the kind of discrimination that persons with disabilities experience in accessing essential services.

Other treaties signed and ratified that advance the rights of people, including those with disabilities include;

- The Convention on the Rights of the Child⁸⁸,
- The Convention on the Elimination of All Forms of Discrimination against Women and People's Rights⁸⁹,
- The African Charter on Human and Peoples Rights⁹⁰.
- International Convention on the Elimination of All Forms of Racial Discrimination
- 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

Additionally, Tanzania has established several commissions and institutions to address human rights, gender equality, and discrimination such as the **Commission for Human Rights and Good Governance** (CHRAGG)⁹¹, **Ministry of Community Development, Gender and Children** (MCDGC), **National Council on Disability** under the Department of Disability Affairs of the President's Office, among others. The country has also opened up civic spaces for non-governmental human rights organizations such as the Tanzania Human Rights Defenders Coalition (THRDC)⁹², Legal and

85 [Microsoft Word - Document1 \(ohchr.org\)](#)

86 [International Covenant on Civil and Political Rights | OHCHR](#)

87 [1711571 \(ohchr.org\)](#)

88 [Convention on the Rights of the Child | OHCHR](#)

89 [Convention on the Elimination of All Forms of Discrimination against Women New York, 18 December 1979 | OHCHR](#)

90 [African Charter on Human and Peoples' Rights | African Commission on Human and Peoples' Rights \(au.int\)](#)

91 [THBUB | Mwanzo \(chragg.go.tz\)](#)

92 [THRDC - Tanzania Human Rights Defenders Coalition](#)

Human Rights Centre (LHRC)⁹³, Tanzania Women Empowerment in Action (TAWEA)⁹⁴, Legal and Human Rights Centre (LHRC)⁹⁵, Tanzania Gender Networking Programme (TGNP)⁹⁶, Zanzibar Centre for Disability and Inclusive Development (ZACDID), among others who collect administrative data on discrimination and inequality.

Role of the National Statistics Offices (NSOs)

The Tanzania National Bureau of Statistics (NBS)⁹⁷ is a key player in data production and use related to discrimination and inequality in Tanzania. The National Statistical Office (NSO) is a vital entity in the country's statistical production, involving collaboration with data users, enhancing data quality, and disseminating official statistics to all stakeholders. The NSO ensures data quality through robust methodologies, investment in training for fieldworkers and data collectors, rigorous quality measures, and media engagement. They disseminate official statistics through various channels, including publications, thematic briefs, and interactive platforms.

Overview of Administrative Data Systems

in relation to constitutional, policy and frameworks relevant to administrative data, Tanzania has two public offices that closely collaborate to provide official statistics to the Government, business community and the general public in Tanzania and Zanzibar. The two organizations; **the Tanzania National Bureau of Statistics** (NBS) and **the Office of the Chief Government Statistician** (OCGS) are located in mainland Tanzania and the Revolutionary Government Zanzibar (RGoZ) respectively. Tanzania office draws its mandate from the **Tanzania Statistics Act, of 2015** while

93 [LHRC | LHRC Home \(humanrights.org.tz\)](https://www.lhrc.or.tz/)

94 [Tanzania Women Empowerment in Action \(TAWEA\) | End Violence \(end-violence.org\)](https://www.tawea.or.tz/)

95 [LHRC | LHRC Home \(humanrights.org.tz\)](https://www.lhrc.or.tz/)

96 [About - TGNP](https://www.tgnp.or.tz/)

97 [National Bureau of Statistics - General Information \(nbs.go.tz\)](https://www.nbs.go.tz/)

the Zanzibar office was created following the revision of the **1999 Statistics Act** to make the provision of statistics data and information more effective and respond to user needs. Both mandates are well aligned for monitoring the Global 2030 Agenda of SDGs, as well as regional and national development agendas that include East African Vision 2050⁹⁸, Africa Development Bank (AfDB) High 5s⁹⁹, the East African Policy on Persons with Disabilities (2012)¹⁰⁰ and the African Development Agenda 2063¹⁰¹ agenda to bring the state into middle-income level parallel with ending all forms of poverty and fighting with violence while ensuring that no one is left behind. There are also other international commitments within the UN framework such as **the Istanbul Plan of Action**¹⁰², **the Committee on the Elimination of Discrimination against Women** (CEDAW)¹⁰³ and several Multilateral Environmental Agreements (MEAs) to which Tanzania has to report regularly. Both offices are guided by the National Five-Year Development Plan (FYDP) III¹⁰⁴ and the Tanzania Statistical Master Plan Phase Two (TSMP II) 2022/23 - 2026/27¹⁰⁵. Zanzibar is also guided by the Zanzibar Development Plan (ZADEP)¹⁰⁶. All these plans acknowledge the need for reporting on discrimination and inequality data, most of which is produced by both state and non-state actors in Tanzania. In 2021, Tanzania conducted and published a Social Institutions and Gender Index (SIGI)¹⁰⁷ country-wide study. Before this, in 2018 and 2017, facts and figures booklets on Women and Men¹⁰⁸ were published by the NBS. The booklets contained information from various statistical publications from the two National Statistics

98 [foreign.go.tz/uploads/eac_vision_2050-web.pdf](https://www.foreign.go.tz/uploads/eac_vision_2050-web.pdf)

99 [The High 5s | African Development Bank Group \(afdb.org\)](https://www.afdb.org/)

100 [Persons with Disabilities \(eac.int\)](https://www.eac.int/)

101 [Persons with Disabilities \(eac.int\)](https://www.eac.int/)

102 [Istanbul Programme of Action | Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States](https://www.un.org/en/development/desa/destdev/2016/04/istanbul-programme-of-action-office-of-the-high-representative-for-the-least-developed-countries-landlocked-developing-countries-and-small-island-developing-states)

103 [Committee on the Elimination of Discrimination against Women | OHCHR](https://www.ohchr.org/)

104 [tro.go.tz/wp-content/uploads/2021/06/FYDP-III-English.pdf](https://www.tro.go.tz/wp-content/uploads/2021/06/FYDP-III-English.pdf)

105 [nbs.go.tz/nbs/takwimu/tsmp/TSMP_II_Strategy.pdf](https://www.nbs.go.tz/nbs/takwimu/tsmp/TSMP_II_Strategy.pdf)

106 <https://www.mofzanzibar.go.tz/newpofp/pdf/zadep.pdf>

107 [SIGI Country Report for Tanzania \(nbs.go.tz\)](https://www.nbs.go.tz/)

108 [National Bureau of Statistics - Gender Statistics \(nbs.go.tz\)](https://www.nbs.go.tz/)

Offices (NSO), sector ministries, government departments and other agencies. The booklets included chapters on population, health, education, women empowerment property rights and asset ownership.

Nonetheless, Tanzania's administrative data landscape for understanding discrimination and inequality is scattered, involving various sectors and agencies, in both mainland Tanzania and Zanzibar. Most of the administrative data available is sector-specific and involves;

- The **Ministry of Education (MoE)** - collects data on student enrolment, completion rates, and teacher distribution,
- The **National Examinations Council of Tanzania (NECTA)** - tracks students' performance.
- The **Ministry of Health** - collects healthcare utilization, service delivery, and disease prevalence data, health data, revealing disparities in healthcare access based on socioeconomic status, gender, and location
- The **Ministry of Labour, Employment, and Social Development** - collects data on formal employment, unemployment, and wages, disaggregated by gender and sector.
- The **Social Protection Register** - identifies vulnerable populations for social assistance programs, providing data on the distribution of support across different groups.
- The **National Bureau of Statistics (NBS)** - leads the statistical data system, providing essential data for national planning and decision-making.
- The **Legal and Human Rights Centre (LHRC)** - advocates for human rights issues in the country
- The **Tanzania Human Rights Defenders Coalition (THRDC)** - handles a diverse range of human rights concerns.

There are also TAWEA, FIDA Tanzania, TGNP, TANLAP, and FCS which play essential roles in understanding gender-based discrimination and promoting social justice. There are more than 15 well-established and recognized CSO organizations working in the discrimination and inequality focus areas, especially human rights, are present in Tanzania. They play a crucial role in addressing discrimination and inequality by advocating for equality by creating awareness in key areas of discrimination such as human rights, and gender biases among others. They also hold the government accountable for fulfilling its human rights obligations. However, Tanzania's landscape and infrastructure for effective administrative data coordination is minimal among key stakeholders, and both the NBS and CSOs often face challenges with funding, access to data, and capacity limitations. NBS and CSOs have demonstrated efforts to build public understanding of discrimination and inequality, but their effectiveness remains weak.

In addition to the administrative data collected by the MDAs, the NBS conducts periodic surveys and data collection such as;

- **Demographic and Health Surveys (DHS)** - conducted every five years, focusing on reproductive health, family planning, maternal and child health, nutrition, and other demographic factors
- **Tanzania National Panel Survey (TNPS)** - is conducted every four years, covering variables such as gender, ethnicity, religion, disability, education, employment, health, and income.
- **Domestic Violence Surveys**, and
- **Household Budget Surveys (HBS).**

However, recommendations suggest exploring strategies for more frequent data collection, particularly for administrative data sources.

Notably, Tanzania has made significant strides in administrative data management, particularly in the context of discrimination and inequality.

The National Bureau of Statistics (NBS) is actively involved in coordinating data collection across sectors and establishing a Memoranda of Understanding (MoUs) with key data-holding agencies. This collaborative approach has to some extent helped improve data relevance and consistency across agencies.

The data gathering involves various sources, including administrative records and complaint records, with legal requirements guaranteeing strong statistical foundations. Most sources publicly share their data, though with certain restrictions. Data is collected using both digital and paper-based forms and stored for each individual, sometimes using national identification numbers

as distinctive identifiers. The frequency of the administrative data collection is continuous, and in electronic format. This data is normally required by law and accessible on online platforms. The data protection laws and quality control are in place. However, MoUs for data exchange exists not with all the administrative data producers. The coverage for the entire target population and granularity at national level or varies depending on the source and type of the data. Some of the data is broken down into lower levels of geography, such as regions, districts, or wards, while some of the data is only available at the national level. This administrative data source collects data related to ***promotion of equality***.

Table 4: Summary of administrative data sources, data collected, use and related challenges

Metric/Indicator	Key Findings
Number of existing active collectors and users of Admin data	At least 14
Type of organizations collecting admin data	National Statistical Office, Human rights organizations, NGOs, and Law enforcement agencies.
Type of datasets and elements of discrimination and inequality in the admin data	Gender, age, disability, ethnicity, religion, political affiliation, sexual orientation, economic status, human rights, legal empowerment, and health.
Admin data quality	Data is not fully collected, data quality framework partially implemented, data is periodically updated, there are data quality control mechanisms in place, and most data is disaggregated at the individual level.
Digitization, intractability, and visualization of admin data	Variable digitization status; data varies; Some data sources are electronic, Some data sources are not fully accessible and some are conditionally accessed, lack of specific visualization platforms mentioned.
Accessibility and dissemination of data	Partially accessible to the public, with links provided; Data protection and security rules apply; Variable data formats including PDF, CSV, SPSS; Some data fully accessible while others conditional; Public audience specified for some data sources
General cross-cutting overall challenge for the country	Weaknesses in admin data infrastructure; Need for enhanced support from National Statistical Office to stakeholders; Challenges in data verification, validation, and dissemination processes; Resource, capacity, and accessibility issues

Data Challenges and Gaps Analysis

Tanzania's administrative data systems are **inadequate in covering key areas of discrimination and inequality. Spatial disaggregation of data is a problem**, with data disaggregated by geographical levels often unavailable, hindering understanding of localized disparities. Disability status and experiences of persons with disabilities are scarce or incomplete, impeding effective policy interventions. **Socioeconomic status data is limited**, with income data but no comprehensive disaggregated information on its impact on discrimination. Ethnicity and religion data are also limited or unavailable. Analyzing data by disaggregates like age, sex, location, disability status, and socioeconomic status faces challenges such as inadequate data, inconsistent data and understanding of discrimination and inequality subjects, and concerns about individual privacy. **Lack of awareness and prioritization** about the importance of collecting and analyzing data on these issues is a challenge of its own. **Limited resources and capacity** are also a challenge, as data collection, disaggregation, and analysis require specialized expertise. **Balancing data access and use with individual privacy rights is not well-guided in a relevant legal framework.**

Administrative data capacity gaps in the country are primarily due **to limited expertise, financial resources, and budgetary constraints.** Administrative data providers in Tanzania lack personnel with specialized skills and knowledge for effective data collection, management, and analysis, particularly on sensitive topics like discrimination and inequality. They also **lack access to training opportunities on best practices** for data dissemination and use or learning. As much as some institutions have research departments, financial resources and budgetary constraints limit the ability of administrative data providers to invest in data collection infrastructure, technology, personnel, and training. Many rely on donor funding

for specific projects and this creates uncertainty and limits the long-term sustainability of data collection efforts.

Data Quality Gaps

The **ICT gaps** triggers data quality challenges. For instance, there are no robust data management systems, leading to inconsistencies and inefficiencies. **Inadequate data collection tools and methodologies** also hinder data quality, comparability and tracking. The country has clear data needs for understanding discrimination, and inequality and reporting expectations in line with the numerous treaties and developmental goals described in the introductory sections of this report. However, **data quality gaps remain the biggest hindrance.**

The production of administrative data on discrimination and inequality in Tanzania is plagued by data quality challenges. However, NBS has established several Technical Working Committees (TWCs) to discuss data needs, standards, and methodologies for administrative data collection. The Data Quality Assessment Framework (DQAF) was developed to evaluate the quality, consistency, and accessibility of administrative data from different sources.

Data Accessibility and Use

The National Bureau of Statistics (NBS) in Tanzania is responsible for ensuring the accessibility and use of administrative data on discrimination and inequality. The data is available in various formats, including reports, statistical tables, and microdata files. **However, some publications require specific applications and approvals.** NBS aims to ensure equal access to data through online platforms and dissemination to libraries, media and public institutions, with the CSOs advocating for data availability, independent research, and building user capacity. Research institutions also analyse data

to produce reports that inform policy decisions.

Media plays a crucial role in communicating findings and raising public awareness.

The publications (statistical) released on a regular basis include reports containing indicators of discrimination and inequality, such as National Statistics Abstracts, thematic reports, and gender statistics reports. However, there are gaps for improvement, such as a more disaggregated data by factors like ethnicity, disability, and location. Further development of user-friendly data visualization tools is also essential for wider data exploration.

The **Tanzania NSO has established a Memorandum of Understanding (MoU)** with key data-holding agencies, such as ministries, social institutions, and gender equality bodies, **to ensure data sharing and harmonization to enhance access and use.** In addition to putting in place, the **National Integrated Data Infrastructure (NIDI), a centralized platform for storing, managing, and accessing harmonized administrative data across sectors.**

To deliver its mandate effectively, **NBS establishes several collaboration mechanisms**, including Joint Steering Committees, Data Sharing Agreements, and training workshops for data providers on standardized data collection and reporting practices. The NBS publishes National Statistics Abstracts annually, which include in part indicators related to discrimination and inequalities across different thematic areas, and releases Thematic Reports on specific issues like gender inequality, access to healthcare, and education disparities. In education thematic area for instance, the report reports public and private school enrolment by sex, and type of disability including blind, low vision, deaf, hard of hearing, albino, physical impairment, intellectual impairment, autism, and multi-impairment¹⁰⁹. Collaborations with the National Human Rights Commission (NHRC) and Gender

109 https://www.nbs.go.tz/nbs/takwimu/Abstracts/Statistical_Abstract_2022.pdf

Equality Bodies (GEBs) though not fully developed help define data needs, analyse indicators, and advocate for policy changes based on data insights.

Good Practices

Despite a lot of challenges in the Tanzanian discrimination and inequality data landscape. The country takes pride in some positive success stories in its administrative data like **good coordination and collaboration, improved production of quality data, open access of some data sources to the members of the public, and a lot of publications completed.** Regarding coordination and collaboration, NBS is a key player in this. It has entered many memoranda of understanding (MOUs) with the key data-holding agencies like Government ministries, social institutions human rights protecting bodies, and the gender equality bodies. This has fostered harmonized data handling and sharing. As a result, there is assured data consistency and quality standards across all agencies.

The government ministries also **serve as a good example in the collection and production of good statistics.** This is seen from their close collaboration with NBS and adherence to good data collection and reporting methods which results in producing of high-quality statistics. The Ministry of Education, Science and Technology¹¹⁰ through its Education Management Information System (EMIS)¹¹¹ collects data related to student enrolment, completion rate, and teacher distribution disaggregated by age, gender location, and disability status, thus ensuring the production of good statistics. The Ministry of Health (Wizara Ya Afya)¹¹² through the National Health accounts¹¹³ collects and analyses financing health data, highlighting all potential inequalities in

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

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

112 [Home | Ministry of Health \(moh.go.tz\)](http://moh.go.tz)

113 [HS2020 Technical Report Template \(hfgproject.org\)](http://hfgproject.org)

resource allocation and access to health. This has also resulted in production of good statistics in the health space.

Regarding data utilization, **NBS does commendable work of producing periodic national statistics abstracts** like the National Statistics Abstract 2022¹¹⁶ below and Thematic reports like the (SIGI) Country Report for Tanzania¹¹⁰. During data process, NBS does a lot of meetings to engage the users and producers, and to enhance their understanding of the data requirements thereby ensuring quality data. After data collection, NBS ensures production of standardized statistics and reports which are published online for open access depending on data type, data needs, and access rights. The national statistics abstracts, and thematic reports are readily available online with non-restricted access. The periodic household, demographic, and health surveys incorporate a time module disaggregated by gender strictly following standardized definitions and methodologies. These are also published openly, focusing key insights on gender disparities and related forms of inequalities and discrimination.

Further, the **Data Quality Assessment Framework (DQAF)** is implemented by NBS to evaluate the quality, consistency, and accessibility of administrative data from different sources. The Ministry of Education (MoE) is a prime example of good practice, adhering to standardized data collection methods and reporting schedules. Their Education Management Information System (EMIS) collects data on student enrolment, completion rates, and teacher distribution, ensuring transparency and accessibility to education for all. Tanzania National Health Accounts (TNHAs) also exemplify quality assurance practices, analyzing healthcare financing to identify potential inequities in resource allocation. The Household Budget Survey (HBS) though coordinated and led by NBS, incorporates a time-use module disaggregated by gender, following standardized definitions and methodologies. The data is published openly, providing valuable insights into gender disparities in work and unpaid care.

“Finding someone that will empower us in terms of administrative statistical data will be a blessing. Currently, I have been appointed as the assistant manager of research and standards, before, I was in the department of demographic statistics that deals in matters of discrimination especially against women and girls, but for now, I left, and I have seen weaknesses that are there. I wish to get someone that will assist us so that I can be able to write proposals that will enable us to publish our data guidelines.”

Mariam Kitembe, Principal Statistician NBS, Tanzania

Recommendations

To improve understanding of discrimination and inequality, it is crucial to prioritize data collection, analysis and dissemination processes. This requires, building capacity for data providers, developing standardized data collection practices, and leveraging technology for enhanced data availability and use. This can be achieved through awareness creation, capacity building, and strengthening partnerships between statistical development partners with the NBS and producers of relevant administrative data such as government agencies. Innovative technologies that use anonymization techniques can enhance data availability and analysis while protecting privacy. Additionally, strengthening legal frameworks on data privacy and access is necessary to balance individual rights with the need for comprehensive data for policymaking in Tanzania.

Data producers in Tanzania need support to implement standardized methods, ensure completeness in reporting, and minimize the use of manual data collection and dissemination systems.

They should invest in enhanced data management systems for data cleaning, quality control mechanisms and storage. Metadata development is crucial for providing clear information about data collection methods. Strengthening privacy practices through robust data security measures and policies is essential for user trust. Collaboration with the National Statistical Office (NSO) is crucial for technical assistance and standardization which could be implemented through relevant data protocols. The NSO offices of Tanzania and Zanzibar need support to provide state and non-state data producers with training, guidelines, and tools for improved data collection and management. Collaboration with a financier to support engagements through workshops, training programs, and user-producer meetings will be essential. There is a need for more engagements with data users through workshops and training programs, promoting open access principles for administrative data, developing user-friendly data visualization tools, and collaborating more with CSOs and research institutions to enhance data utilization and capacity.

ETHIOPIA

Discrimination and Inequality Context

Despite Ethiopian administrative data systems showing some weaknesses, the country has shown a lot of dedication in fighting discrimination and inequality by availing administrative data on this matter. This dedication is clearly shown in its adherence to the ratification of several international treaties. First, in 1993 Ethiopia ratified the **International Covenant on Economic, Social and Cultural Rights** (ICESCR)¹¹⁴, granting all the citizens the right to work, adequate security, proper standards of living, good health, and education without any form of discrimination. This treaty promotes the use of international aid and cooperation to achieve the rights of all citizens and it requires that progress reports be submitted periodically by all member states. The report entails discrimination and inequality data. Earlier in 1976, the country had also committed to eliminating all forms of racial discrimination and promoting a common understanding among all the citizens. This was shown through the ratification of the **International Convention on the Elimination of All Forms of Racial Discrimination**¹¹⁵ whereby periodic reporting is also adhered to, considering administrative data on discrimination and inequality. Significant efforts have also been put in place to abolish all forms of discrimination against women. This is showcased by the ratification of the **Convention on the Elimination of All Forms of Discrimination against Women** (CEDAW)¹¹⁶ which was ratified in 1981. In 1991, the country

114 <https://www.ohchr.org/sites/default/files/cescr.pdf>

115 <https://www.ohchr.org/sites/default/files/cerd.pdf>

116 <https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/cedaw.pdf>

also ratified the **Convention on the Rights of the Child**¹¹⁷, **Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict** (2014) and **Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography** (2014), requiring it to protect the rights and well-being of children including health, education, and protection from child abuse and exploitation. Recently, the country ratified the **Convention on the Rights of Persons with Disabilities**¹¹⁸ in 2010, showing its adherence to eliminating inequality and discrimination against people with disability. Other important treaties that Ethiopia has ratified include; **the International Covenant on Civil and Political Rights**¹¹⁹, **the Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment**¹²⁰, **the African Charter on Human and Peoples' Rights**¹²¹, and **the African Charter on the Rights and Welfare of the Child**¹²².

Apart from the ratification of international treaties, there are also commissions guarding human rights, gender equality, and discrimination. For instance, **Ethiopian Human Rights Commission** (EHRC)¹²³ is the leading organization in terms of HR protection. The commission's scope includes human rights protection with a major focus on gender discrimination and inequality. The commission's

117 <https://www.ohchr.org/sites/default/files/crc.pdf>

118 https://www.ohchr.org/sites/default/files/Documents/Publications/AdvocacyTool_en.pdf

119 <https://www.ohchr.org/sites/default/files/ccpr.pdf>

120 <https://www.ohchr.org/sites/default/files/cat.pdf>

121 <https://treaties.un.org/doc/Publication/UNTS/Volume%201520/volume-1520-I-26363-English.pdf>

122 https://au.int/sites/default/files/treaties/36804-treaty-african-charter_on_rights_welfare_of_the_child.pdf

123 <https://ehrc.org/>

role includes monitoring human rights investigating all forms of violation and doing the required reporting. In terms of creating public awareness, EHRC is a big player in conducting outreach and public education to sensitize people on their rights. Regarding gender equality, EHRC works alongside with Ministry of Women and Social Affairs¹²⁴ and other organizations like UN Women to empower women and ensure their impactful participation in important societal matters. Other institutions include government ministries like the Ministry of Women and Social Affairs (MoWSA)¹²⁵, the Ministry of Peace¹²⁶, and the Institution of the Ombudsman of the Federal Republic of Ethiopia¹²⁷. These institutions work closely with EHRC to ensure that human rights are upheld.

Role of the National Statistics Offices (NSOs)

The Ethiopian National Statistics Office, also known as the Ethiopian Statistical Service (ESS)¹²⁸ is the key player with the role of producing high-quality statistics to meet the country's data needs. It draws its mandate from various Ethiopian legislative acts and policies that have been put in place to shape the data systems in the country. The mandate of ESS goes hand in hand with the bigger SDGs plan, particularly those that aim to end discrimination and inequality. To achieve these, ESS works closely with the National Planning Office (NPC)¹²⁹ whose main role is to oversee the SDGs in the country. This is a symbiotic collaboration since the ESS on the other hand produces socioeconomic statistics and administrative data that is used by the NPC to facilitate the successful monitoring of SDGs.

ESS has developed a 10-year statistical roadmap strategy and a series of National Strategies for the Development of Statistics (NSDS-III)¹³⁰, which again

124 https://www.mowsa.gov.et/?page_id=147&lang=en

125 https://www.mowsa.gov.et/?page_id=9&lang=en

126 <https://mop.gov.et/web/ministry-of-peace>

127 <https://www.theioi.org/ioi-members/africa/ethiopia/institution-of-the-ombudsman-of-the-federal-republic-of-ethiopia>

128 <https://www.statsethiopia.gov.et/>

129 <https://unstats.un.org/capacity-development/UNSD-FCDO/ethiopia/>

130 <https://unstats.un.org/capacity-development/UNSD-FCDO/ethiopia/>

aligns with the SDGs Agenda 2030. Additionally, ESS has also a short-term 5-year strategy that is as well outlined in the National Strategy for the Development of Statistics (NSDS II)¹³¹, to serve as a short-term statistical roadmap. As a testimony to its efforts, ESS has conducted several surveys, producing a lot of statistics and publishing reports including the: Ethiopia Socioeconomic Survey Wave5, 2021 – 2022¹³², the Ethiopian gender asset gap survey analytical report December 2022¹³³, and many other reports and surveys on discrimination and inequality¹³⁴. ESS has also done surveys and published reports on agriculture, Business and industries, and Household & Price¹³⁵. Despite these achievements, ESS still faces a challenge in terms of availability, comparability, timeliness, and quality of gender statistics¹³⁶ due to the lack of a national data dictionary which has triggered inconsistencies in language for data and gender statistics, resulting in misconceptions, discrepancies in measurement, and potential double counting on some indicators.

Overview of Administrative Data Systems

Ethiopia has put in place many regulations, laws, and policies to shape the collection, analysis, and use of its administrative data. The administrative data system encompasses a variety of stakeholders who play different roles starting from data collection, analysis, and dissemination. At the top is the Central Statistics Agency (CSA)¹³⁷ which is mandated to produce statistical data for the country. CSA does surveys to meet the data needs of the country including the following:

131 <https://www.statsethiopia.gov.et/wp-content/uploads/2019/07/National-Strategy-for-the-Development-of-Statistics-NSDS-II-201516-%E2%80%93201920.pdf>

132 <https://www.statsethiopia.gov.et/agriculture/ethiopia-socioeconomic-survey-wave5-2021-2022/>

133 <https://www.statsethiopia.gov.et/wp-content/uploads/2023/06/Gender-Asset-Gap-Survey-Main-Report.pdf>

134 <https://www.statsethiopia.gov.et/our-survey-reports/>

135 <https://www.statsethiopia.gov.et/our-survey-reports/>

136 https://www.statsethiopia.gov.et/wp-content/uploads/2021/07/Gender-Statistics_Assessment-Report.pdf

137 http://www.csa.gov.et/index.php%3Foption%3Dcom_phocadownload%26view%3Dcategory%26id%3D270%26Itemid%3D270

- Ethiopia Socioeconomic Surveys that are conducted periodically to provide data on the peoples' living standards at the household level,
- Population and Housing Census which is conducted every 10 years to provide demographic data for planning and resource allocation, and
- The annual Agricultural Sample Surveys which are critical for understanding the country's food security status and rural livelihoods.

Another important set of stakeholders is the human rights commissions like the Ethiopian Human Rights Commission (EHRC)¹³⁸, and the International Commission of Human Rights Experts on Ethiopia¹³⁹ among many others which are committed to protecting the rights of the people by producing and using administrative data.

Non-governmental organizations also form part of the stakeholders' system due to their essential responsibility of holding the government accountable by conducting their independent investigations and providing recommendations.

At the national level, government ministries are also key stakeholders of the data landscape. They collect and manage administrative data in their respective sectors and use it for policy making, planning, and monitoring of various fronts like discrimination and inequality. The government ministries and departments involved in the production of administrative data on discrimination and inequality include;

- The Ministry of Justice collects and manages legal and judicial data like information on cases related to violations of human rights and discrimination.
- The Ministry of Women, Children and Youth Affairs focuses on data related to youth development, child protection, and gender equality.

¹³⁸ <https://ehrc.org/who-we-are/>

¹³⁹ <https://www.ohchr.org/en/hr-bodies/hrc/ichre-ethiopia/index>

- The Ministry of Education,
- The Ministry of Health,
- The Ministry of Labor and Social Affairs¹⁴⁰, and
- The Ministry of Finance and Economic Cooperation¹⁴¹ also collect data on their respective areas.

Besides government ministries, the country has a lot of non-state bodies, that also produce administrative data on discrimination and inequality being led by the Central Statistics Agency (CSA) of Ethiopia. The non-state bodies are;

- The Ethiopian Immigration and Refugees Affairs which collects and manages the immigrants' and refugees' records.
- The Ethiopian Electoral Board which has been collecting election records since 1992.
- The Ethiopian Civil Service Commission ¹⁴² is also another important body that deals in Civil data which is updated periodically.
- The Ethiopian Higher Education Strategy Center¹⁴³,
- The Ethiopian Human Rights Commission¹⁴⁴,
- The Ethiopian Institution of the Ombudsmen¹⁴⁵,
- Ethiopian Land Administration Authority
- Residents Identification and Civil Status Documents Registration Services
- Ethiopian Electoral Board
- Ethiopian Federal Civil Service Agency
- Ethiopian Center for Disability and Development
- Ethiopian Central Statistics Office

¹⁴⁰ <https://www.devex.com/organizations/ministry-of-labor-and-social-affairs-ethiopia-133925>

¹⁴¹ <https://www.adaptation-fund.org/ie/ministry-of-finance-and-economic-cooperation-mofec/>

¹⁴² <https://et.linkedin.com/company/ethiopian-civil-service-commision>

¹⁴³ <https://members.educause.edu/higher-education-strategy-center>

¹⁴⁴ <https://ehrc.org/who-we-are/>

¹⁴⁵ <https://www.theioi.org/ioi-members/africa/ethiopia/institution-of-the-ombudsman-of-the-federal-republic-of-ethiopia>

- FIDA Ethiopia¹⁴⁶, and
- The Ethiopian Center for Disability and Development¹⁴⁷.

Apart from the non-state bodies and the government ministries and departments, they are also the civil society organizations (CSOs). The CSOs are also recognized due to their collaborative role with the ESS, and governmental and non-governmental bodies. Their unique importance arises from their flexibility to extend their roles to the grassroots. These roles include engaging in advocacy and creating awareness campaigns, providing technical assistance and capacity building, and participating in policy dialogues in matters related to discrimination and inequality. At the national level, CSOs collaborate with ESS and government ministries and agencies in data collection. These diverse stakeholders have helped the Ethiopian data landscape with rich information, especially on discrimination and inequality. However, the system still faces challenges like data integration across sectors tempering with the quality requirements of a good data system.

Nonetheless, the Ethiopian Statistics Service (ESS)¹⁴⁸ which is the National Statistics Office plays a crucial role in coordinating and fostering collaboration among various stakeholders. ESS collects, compiles, and analyses data from various sources countrywide. This is achieved through collaborative efforts with other data users and producers in the system. In the process, it ensures data quality standards that fully serve the interests of users and the public. ESS faces collaborative challenges especially with CSOs including the knowledge gaps, since many CSO members lack prerequisite skills and training for statistical data handling. Sometimes, there are also distrust issues among various agencies and CSOs in the data landscape.

¹⁴⁶ <http://fida-ethiopia.org/about>

¹⁴⁷ <https://ecdd-ethiopia.org/>

¹⁴⁸ <https://www.statsethiopia.gov.et/about-us/>

In summary, most of these organizations involved in administrative data collection are somehow developed in terms of data tracking, they use a unique identifier for data collection, such as a national ID or an ID specific to the ministry/ agency, to maintain individual records. However, the identifiers cannot always be used to combine data from many sources which poses a challenge of creating a unified database. All these institutions collect administrative data on discrimination and inequality covering various characteristics such as ethnic origin, sex, age, nationality, and disability. The target population is also too broad to all residents within the country, with specific focus groups such as women, children, persons with disabilities, immigrants, and refugees. Regarding geographical coverage of the data, they aim at the entire target population at national and regional levels, with some sources providing granularity at the local level. The mode of data collection is digital, required by law and some publicly accessible only. The format of data sharing is electronic, the frequency of data collection continuous and the administrative data collected is related to the theme of **Reporting and Sentencing of Discrimination, Harassment and Hate Crimes** and **Promotion of Equality**.

Another critical area covered is data protection mechanisms. Data protection is guaranteed for the collected data, and specific quality control mechanisms are implemented at the level of the data holder to ensure the accuracy and reliability of the data. However, these data source systems face a variety of challenges like coordination issues, financial constraints, and capacity limitations which affect the collection, analysis, and sharing of data, leading to underreporting and underestimation of discrimination levels in society.

Data challenges and gaps analysis

The data landscape is still faced with institutional challenges that drag it behind in terms of compliance with high-quality data standards. The system faces an **acute shortage of skilled**

professionals in statistical matters. This is brought about by a lack of commitment to merit-based appointments and the absence of good incentives to motivate experts to join this sector. Another overarching problem in Ethiopia is **financial resource gaps**. This is vividly clear in many aspects of the economy. The fact that only 35% of the adult population has formal bank accounts and big gender gaps due to the exclusion of women in the non-financial sector as reported in the World Bank’s (2017) Global Findex database¹⁴⁹ paints the financial catastrophe in the Ethiopian economy. **ICT gaps** are also among the challenges that Ethiopia is grappling with. The Ethiopian telecommunication industry is among the least developed in sub-Saharan Africa with low cellular mobile network subscriptions and internet penetrations creating **challenges in the processing and transfer of data**. Lastly, **basic social amenities like electricity and transport networks** remain a challenge in the country. **Accessing rural areas during data**

collection is a big challenge due to the lack of good roads. Sending data from rural areas is also a challenge due to **poor mobile and internet networks**. These challenges need to be addressed using approaches like strengthening legal frameworks, building technical capacity, promoting inclusivity, and enhancing collaboration.

Data gaps are the most common in the system which can be attributed to several factors. First, the level of **spatial data disaggregation** is a big challenge due to the lack of appropriate spaces for sharing and accessing geospatial assets leading to datasets being scattered and locked within various economic sectors. As a result, it is very difficult to maintain and update data systems regularly. Limited **resource capacity** is also another challenge with the Ethiopian data system. During the establishment of COVID-19 testing laboratories, there were difficulties in resource-limited settings, such as identifying suitable spaces, renovating them, and mobilizing materials. Finally, CSA also reports that there are still many data gaps in various sectors. For example, Key findings from

¹⁴⁹ <https://www.tandfonline.com/doi/epdf/10.1080/23322039.2022.2071385?needAccess=true>

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

Metric/Indicator	Key Findings
Number of existing active collectors and users of Admin data	At least 16
Type of organizations collecting admin data	National or local administrative body, National or local service provision institution, National human rights institution, Equality body,
Type of datasets and elements of discrimination and inequality in the admin data	Ethnic origin/ immigrant background, age, sex, nationality/ citizenship, Disability
Admin data quality	Data is not fully collected, adherence to the Internal quality frameworks like the Quality Assurance Framework, data is continuously updated, there are data quality control mechanisms in place, and most data is disaggregated at the individual level.
Digitization, intractability, and visualization of admin data	Variable digitization status; data varies; Some data sources are electronic, some data sources are not fully accessible and some are conditionally accessed, lack of specific visualization platforms mentioned.
Accessibility and dissemination of data	Partially accessible to the public, with links provided; Data protection and security rules apply; Some data fully accessible while others conditional; Public audience specified for some data sources
General cross-cutting overall challenge for the country	Coordination and leadership challenges, inadequate finances to support activities, human resource, and capacity constraints, lack of effective policies and frameworks, Lack of legal framework,

the 2018/19 Ethiopia Socioeconomic Survey reveal disparities in land ownership, fertilizer application, and improved seed usage in agriculture data. There are also gaps in education and health, with significant percentages of children not attending school and disparities in healthcare utilization. All these affect the compliance of the Ethiopian data system with the standards of good data principles like accuracy, timeliness, coherence, accessibility, and comparability.

Data Quality Gaps

The journey of ESS has evolved to a better understanding of the stakeholder data needs, focusing on important areas like data inequality, education healthcare, and employment. To ensure data quality, ESS is focused on ensuring good data governance strategies and data validation. This is accompanied by adherence to the Internal quality frameworks like the Quality Assurance Framework of the European Statistical System¹⁵⁰ that is widely used. Additionally, the ESS works together with a group of technical advisory committees whose main role is to provide advice on technical statistical matters. They guide on statistical methodologies, quality assurance, strategic guidance, and doing of review and evaluation. This ensures the high credibility of the data produced by ESS. All these collaborative efforts enable ESS to collect administrative data successfully. However, recommendations suggest that this data is not sufficient to suit the country's data needs and therefore there is a need for more robust and frequent data collection mechanisms.

Data Accessibility and Use

The role of ensuring access and proper use of administrative data still lies in the hands of the Central Statistics Agency (CSA) of Ethiopia. Due to the increasing data needs of many data users, CSA is trying to improve and diversify its technological

methodologies in data collection, compilation, classification, analysis, and dissemination to cater to increasing demand. To enhance accessibility and use, the CSA ensures that collected data is published and stored in various formats. Electronic data is stored in Websites, CD-ROMs, on-demand email, and other portable storage. On the other hand, non-electronic data is stored and disseminated as printed reports. While data is well stored and presented, there is a need for more disaggregated data by factors like ethnicity, gender, disability, and location to address gaps for improvement.

Regarding dissemination as one of the main roles of CSA and a key driver for access and use, this is done through; the publication of survey reports, hosting data on official websites and portals, and organizing awareness events to train users on proper data handling. The media and research institutions also play a critical role in ensuring access to and use of administrative data. The media collaborates with CSOs to advocate for data availability. The media and research institutions also conduct their independent research and data analysis after CSA has produced it. Another key role is reporting and dissemination of research findings to the public after they have been released by CSA.

Good Practices

Ethiopia in recent years has made significant progress on several dimensions of gender equality and women's empowerment as well as the generation of data along these indicators. The CSA is implementing **a Data Quality Assurance framework** with the intended objective of supporting ministries and other agencies' statistical units and strengthening the NSS quality and support unit in the CSA for quality assessment and NSS capacity building. The framework lays the foundation for training team members in quality assessment procedures, presenting and discussing the results of quality assessments

¹⁵⁰ <https://ec.europa.eu/eurostat/documents/64157/4392716/ESS-QAF-V1-2final.pdf/bbf5970c-1adf-46c8-afc3-58ce177a0646>

with data-producing organizations, developing concrete plans for quality improvements, and disseminating results to users of statistics. **The CSA is also working towards producing gender-disaggregated data** in its future surveys and censuses to help in accessing inequalities and discrimination.

Recommendations

To improve understanding of discrimination and inequality, it is important to prioritize data collection, analysis, and dissemination processes among many other institutional gaps. First, there is a need to **strengthen policy and legal frameworks** to come up with policies that will shape the collection and use of administrative data to address inequality and discrimination. This should include **laws that ensure data protection and privacy** while **promoting transparency and accountability**. There is also a need to **enhance technical and financial capacities** to train and involve more data

personnel and avail financial resources to aid in data collection and other processes. **Collaboration and partnerships** are also another key aspect. It would be good to promote partnerships between government agencies, international organizations, and civil society to share knowledge, expertise, and resources. This can lead to the development of standardized data collection methods and indicators relevant to inequality and discrimination in the country. **Structures** should be put in place to facilitate data accessibility and usability. This will make administrative data easily accessible to policymakers, researchers, and the public thus exploiting its usefulness. Lastly, Ethiopia should look towards addressing many **gender gaps** that persist. This can be achieved by targeting gender data gaps by mainstreaming gender in the national statistical system and ensuring that gender statistics are collected, analyzed, and reported regularly to inform gender-responsive policies through affirmative action.

DJIBOUTI

Discrimination and Inequality Context

Djibouti in the effort to safeguard human rights and address inequality and discrimination, has established various commissions to ensure successful implementation of strategies and laws combating discrimination and inequality. At the forefront is **the National Union of Djiboutian Women** (UNFD)¹⁵¹ a not-for-profit organization that is headed by the first lady of the Republic of Djibouti. The UNFD works toward women's empowerment, protection of maternal health, and eradication of poverty, illiteracy, and all forms of gender discrimination. The OHCHR East Africa Regional Office (EARO)¹⁵² is also another agency that plays an important role in supporting human rights development in East Africa, Djibouti being part of it. The EARO is responsible for providing technical assistance and cooperation to human rights agencies. Other institutions that play a key role in guarding human rights in the country include; **the Ministry of Women and the Family**¹⁵³, the **Committee on the Elimination of Discrimination against Women**¹⁵⁴, The **National Commission of Human Rights** (Commission Nationale des Droits de l'Homme - CNDH)¹⁵⁵, and the **Ministry of Women and Family of Djibouti**¹⁵⁶.

¹⁵¹ [Union Nationale des Femmes Djiboutiennes \(UNFD\) | Devex](#)

¹⁵² [Djibouti | OHCHR](#)

¹⁵³ [Ministry of Women and the Family - Djibouti - 50 Million African Women Speak \(womenconnect.org\)](#)

¹⁵⁴ [Experts of the Committee on the Elimination of Discrimination against Women Commend Djibouti on Legislative and Judicial Reforms. Ask about the Impact of Military Bases on Women and about Female Genital Mutilation | OHCHR](#)

¹⁵⁵ [Accueil - Commission Nationale des Droits de l'Homme. \(cndhd.dj\)](#)

¹⁵⁶ [Women's Rights in Djibouti and What the US is Doing to Help - The Borgen Project](#)

United Nations international bodies like UNDP¹⁵⁷ and UNESCO¹⁵⁸ are also active in Djibouti working hand in hand with the local commissions to eradicate inequality and discrimination.

Additionally, Djibouti has ratified several international treaties including;

- The **International Covenant on Economic, Social, and Cultural Rights** (ICESCR) - to guarantee its citizens the right to health, the right to education, and the right to adequate living standards,
- The **International Convention on the Elimination of All Forms of Racial Discrimination** - to eliminate all forms of racism.
- **Convention on the Elimination of All Forms of Discrimination against Women** (CEDAW)¹⁵⁹ through its commitment to empower women by eliminating all forms of gender disparities.
- **Convention on the Rights of the Child**¹⁶⁰ - to protect the rights of children to ensure that they have access to good education and good living standards through the ratification of the treaty on the
- **Convention on the Rights of Persons with Disabilities** (CRPD)¹⁶¹ - showing the country's dedication to empowering and protecting individuals with disabilities.

¹⁵⁷ [Gender equality in Djibouti? | United Nations Development Programme \(undp.org\)](#)

¹⁵⁸ [Djibouti takes steps to tackle gender equality in media | UNESCO](#)

¹⁵⁹ [Convention on the Elimination of All Forms of Discrimination against Women New York, 18 December 1979 | OHCHR](#)

¹⁶⁰ [Convention on the Rights of the Child | OHCHR](#)

¹⁶¹ [Convention on the Rights of Persons with Disabilities | OHCHR](#)

Other treaties signed and ratified include;

- The African (BANJUL) Charter on Human and People's Rights¹⁶²,
- The International Covenant on Civil and Political Rights¹⁶³,
- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment¹⁶⁴
- 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
- Optional Protocol to the International Covenant on Civil and Political Rights
- Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty

Role of the National Statistics Offices (NSOs)

Djibouti despite its NSO, the National Institute of Statistics of Djibouti (INSTAD) being a nascent organization and not a fully-fledged statistical bureau like other East African Countries has employed various approaches to shape its data systems. These include constitutional provisions, decrees by the president, and collaborative work between government departments. INSTAD being a recently commissioned office to oversee national statistical data in Djibouti began most of its operations officially in 2021 and is a key player in enhancing statistical knowledge and capacities among all other agencies in the country. This is seen in its commitment to use data to inform policy decisions among the government and non-

governmental institutions. INSTAD was formed through the presidential decree which serves as the legal framework for its operations. INSTAD draws its mandate from the government decree which outlines its mode of operation. INSTAD therefore ensures that there is smooth technical coordination with government ministries like the Ministry of Women and Family Affairs and the National Agency of People Living with Disabilities. Internationally, INSTAD works in close collaboration with UN agencies like the International Organisation for Migration (IOM) to disseminate migration data¹⁶⁵, the United Nations Economic Commission for Africa (UNECA) among other organizations in data collection and stewardship¹⁶⁶, as well as the World Bank to provide gender-disaggregated data on Household Consumption¹⁶⁷ surveys.

While the country has no clear short- or long-term strategic plan for its data system, INSTAD primarily operates under a national development plan known as Djibouti Vision 2035¹⁶⁸. This plan guides its operations to align data collection and analysis practices with the broader development vision of the country. The plan identifies the need for discrimination and inequality data for both state and non-state organizations. In 2017, INSTAD in collaboration with the World Bank, carried out a Household Consumption Surveys¹⁶⁹, which are conducted periodically, to provide data on consumption patterns. In 2021, INSTAD also conducted a Population and Health survey¹⁷⁰ to provide important data on the health status of the population. Regarding the labour force and employment matters of the country, the Institute in 2022 did a Labour force survey¹⁷¹, which is also done periodically to provide data on employment, unemployment, and market trends

162 [African Charter on Human and Peoples' Rights | African Commission on Human and Peoples' Rights \(au.int\)](#)

163 [International Covenant on Civil and Political Rights | OHCHR](#)

164 [Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment | OHCHR](#)

165 [IOM Dji_Monthly report_September_ENG2021.pdf \(un.org\)](#)

166 [UNSD – Working Group on Data Stewardship](#)

167 [Data for all: Djibouti releases a new data library contributing a key global public good and helping track the country's progress \(worldbank.org\)](#)

168 [djiboutiembassykuwait.net/assets/files/djibouti-2035-en.pdf](#)

169 [World Bank Document \(smartdatafinance.org\)](#)

170 [who_score_dji_en.pdf](#)

171 [Djibouti - labor force participation rate 2012-2022 | Statista](#)

in the economy. In the education sector, in 2019 INSTAD collaborated with the [UNESCO Institute of Statistics](#) and published the [Education Global Monitoring Report](#), which provided data on the state of education in the country focusing on the enrolment rates, literacy levels, and educational outcomes as key indicators.

In summary, **the National Institute of Statistics of Djibouti (INSTAD)** is a key stakeholder in the production and use of discrimination and equality-related data in the country. It coordinates technical activities of the national statistics systems, conducts periodic surveys, and produces and disseminates statistical data as per the country's requirements. Additionally, INSTAD plays a pivotal role in steering the production of data on discrimination and inequality within the nation. In compliance with international, regional, and continental frameworks, the office endeavours to document and disseminate relevant indicators. As the primary source of official data for demographic and social statistics in Djibouti, it serves as a cornerstone for informed decision-making processes. By providing the government, partner organizations, and society at large with reliable data, the office facilitates the formulation of policies aimed at enhancing the well-being of the Djibouti citizens.

Overview of Administrative Data Systems

Apart from the **National Institute of Statistics of Djibouti (INSTAD)**, the other government ministries, departments and agencies involved in the production of administrative data on discrimination and inequality include;

- **The National Human Rights Commission (CNDH)** - responsible for protecting human rights in the country. The commission handles complaints, monitors the situation at national and regional levels.
- **The National Union for Djiboutian Women** - the largest organization focusing on gender issues and gender-based violence, collecting data on gender disparities and discrimination against women in Djibouti.
- **The Ministry of Women and Family Affairs** - responsible for designing and implementing government policies and strategies for women's advancement, gender integration, family cohesion, family planning, maternal and child health prevention, early childhood awareness, and risky behaviour prevention. The Ministry also develops and evaluates socio-economic advancement policies, women's entrepreneurship, professional integration of vulnerable women, and child protection policies.
- **The Ministry of Social Affairs and Solidarity** - responsible for combating poverty and promoting national solidarity. It promotes social protection for the elderly, disadvantaged, and needy, provides integrated care, and coordinates policies against precariousness.
- **The Ministry of Youth and Culture** - responsible for implementing the government's policy on youth and cultural heritage, developing socio-cultural and educational programs, and combating juvenile delinquency. The ministry also promotes the associative movement, volunteers, and develops socio-cultural spaces for young people. It manages the Youth Fund and Community Development Centres, and oversees the construction of youth development infrastructure.
- **The National Agency for People Living with Disability** - focuses on disability rights and inclusion, collecting data on discrimination faced by people with disabilities.

The other MDAs are;

- Ministry for the Promotion of Women, Family Well-Being, and Social Affairs,
- Ministry of Justice and Penitentiary Affairs,

- Ministry of the Interior,
- Ministry of Health,
- Ministry of National Education and Vocational Training,
- Ministry of Higher Education and Research,
- Ministry of Social Affairs and Solidarity,
- Ministry of Labour Responsible for Formalization and Social Protection,
- Ministry of the City, Urban Planning and Housing, Ministry of Youth and Culture, Djibouti Youth Fund,
- Caisse Nationale de Social Security,
- National Library and Archives,
- National Union of Djiboutian Women (UNFD), ANEFIP (National Agency for Employment, Training and Professional Integration),
- Djibouti Partial Credit Guarantee Fund, Djibouti Agency for Social Development,
- National Institute of Public Administration,
- Constitutional Council,
- National Human Rights Commission and,
- The High Court of Justice amongst others.

Additionally, the **international organizations** like the UN agencies also play a crucial role in data production through collaboration with local bodies like INSTAD, NUDW, and CSOs. They have been recognized for their vital role in aiding statistics production, some even receiving presidential awards for their key roles.

The **Citizens of Social Initiatives (CSOs)** also play a vital role in collecting and producing statistics related to discrimination and inequality. They link policymakers and decision-makers with people from the grassroots through advocacy work, especially in marginalized communities. CSOs conduct independent surveys and studies on topics related to discrimination and inequality, reporting insights to INSTAD, government ministries,

and respective international bodies to aid in policymaking and decision-making. A case in point is the collaboration in 2022 between UN Women and various CSOs in conducting a statistical survey on feminist femicide, leading to the successful documentation of the Statistical Framework for measuring gender-related killing of women and girls (femicide/feminicide). This exercise saw the participation of many CSOs who contributed in addressing gender-based violence, gender-based discrimination, and inequality in society through data collection and analysis.

Of note, In Djibouti, there is a **lack of Memorandums of Understanding** regarding data sharing between NSO and other agencies producing data, resulting in the unavailability of gender statistics on discrimination and inequality data and a lack of structured frequency of data sharing. Furthermore, there is scanty information on data quality control mechanisms in place during collection and processing, raising concerns about the accuracy and reliability of the data. Organizations, such as the National Union for Djiboutian Women (UNFD) and USAID, are promoting the use of administrative data on discrimination and inequality. UNFD works for the empowerment of women and the protection of maternal and child health. UNFD also works to end poverty, illiteracy and all forms of discrimination against women. UNFD developed a Gender-Based Violence Information Management System¹⁷² which collects instances of GBV for prosecution purposes by the Ministry of Justice, while USAID collaborates with civil society organizations on inequality and discrimination programs. The mode of administrative data collection is digital, format of data exchange electronic, the data required by law but not accessible in online public systems. The administrative data produced can be used to measure discrimination and inequality indicators fully. The National ID and ID specific to a ministry/ agency are used as unique identifier.

¹⁷² <https://www.gbvims.com>

The ground of administrative data covered is sex, Ethnic origin/ immigrant background, Nationality/ citizenship, Racial origin/skin colour and age. The granularity is at the national level, frequency of data collection continuous, quarterly and annually. The coverage is for the entire target population, data quality not in place (i.e., no data quality frameworks) and the thematic area covered with the data is **promotion of equality, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes, Experiences of Discrimination & Harassment**. Some of the challenges characterised with production of administrative data include; Inadequate human resources, low technical capacities, bureaucratic lethargy, weak data collection systems, limited financial resources, inadequate technological equipment and infrastructure, and lack of robust institutional and legal frameworks to support statistical production.

INSTAD has not yet conducted any specific survey on discrimination and inequality to bring out gender disparity in various indicators like employment and education.

Data Challenges and Gaps Analysis

The generation of administrative data on discrimination and inequality is a major issue in Djibouti due to **inadequate capacity within government agencies** responsible for generating such statistics. This results in the absence of crucial information on discrimination and inequality and hinders the comprehensive understanding and addressing of these issues. The **lack of open access to gender statistics** further exacerbates these challenges, limiting the transparency, timeliness, and availability of critical information for informed decision-making and policy formulation.

Table 6: Summary of administrative data sources, data collected, use and related challenges

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 23
Type of organizations collecting admin data	Equality body, human rights institution, administrative body, service provision institution, National statistical office, and justice sector institutions
Type of datasets and elements of discrimination and inequality in the admin data	Employment, migration, human rights, demographics, education, health, social protection, GBV, youth, land and housing, PWD, and justice.
Admin data quality	No national data quality frameworks.
Digitization, intractability, and visualization of admin data	Data is collected digitally. Accessibility of admin data is lacking.
Accessibility and dissemination of data	Minimal access in a few and no access for the majority of the stakeholders. Few publications and dissemination activities.
What's the general cross-cutting overall challenge for the country	Admin data infrastructure weakness, NSO support to stakeholders' weakness, institutional, policy and legal frameworks weakness, human resource and technical capacity inadequacies, budget constraints.

The National Statistics Office (NSO) faces numerous challenges, including **inadequate human resources, outdated ICT infrastructure, insufficient space, equipment, and tools, delays in implementing support activities, and the absence of a dedicated data centre and server infrastructure**. Also, the current statistical law **lacks provisions for sharing administrative data**, stifling access to vital data sources, and undermining statistical outputs. Additionally, there is **a lack of awareness among stakeholders** about internationally recognized rules and methodologies for data collection and analysis, hindering the NSO's efforts to establish standardized practices and improve data quality. The NSO's **financial constraints** further strain its operational capacity, leaving it overly reliant on external donors and partners for support. The slow pace of **team expansion** further strains the NSO's operational capacity.

Djibouti **lacks regular publications on gender statistics related to discrimination and inequality**.

The National Statistics Office (NSO) can address this issue by soliciting this information from stakeholders, holding regular meetings, and establishing data-sharing protocols with stakeholders. Regular meetings foster relationships and facilitate the exchange of ideas and best practices. However, Djibouti currently **lacks established best practices for administrative data on discrimination and inequality**.

Data Accessibility and Use

to enhance accessibility and use, the NSO is working to improve dissemination through interactive dashboards, and online databases. Currently, it is working together with UN Agency for Women's Affairs to develop a work program to improve the dissemination and availability of gender data. It is working closely with the UN Women's Committee of Practice for the East and Horn of Africa through open data watch and the

open data initiatives to improve accessibility of gender data on discrimination and inequality and also be part of the effort of dissemination.

Additionally, Organizations, such as the National Union for Djiboutian Women and USAID, are enhancing use by promoting the use of administrative data on discrimination and inequality. The National Union for Djiboutian Women developed a Gender-Based Violence Information Management System which collects instances of GBV for prosecution purposes by the Ministry of Justice, while USAID collaborates with civil society organizations on inequality and discrimination programs.

The NSO also gives training and supports other government institutions in data collection. Currently, NSO has an ongoing initiative with the Ministry of Interior to train on analytical methods, support the generation of migration statistics, and analysis of internally displaced persons and stateless people. They are also working closely with the Ministry of Women and Family Affairs to generate gender statistics. There is a plan to replicate the same initiative with other institutions through a collaborative approach to reinforce data production capacities.

Good Practices

The NSO in Djibouti recently began **training** the Immigration Department on analytical methods and data quality checks. The move will go a long way in ensuring that there is production of good quality administrative data on immigration. NSO is also developing **a new statistical framework for homicide** with special emphasis on femicide. There is **a plan to roll out the training across other government ministries and departments**. Ministry of Women and Family Affairs and the National Human Rights Commission acknowledge the need to utilize statistics around discrimination and gender which is a good practice.

Recommendations

Several stakeholders' meetings need to be supported to establish a shared understanding of gender statistics, collection rules and methodologies, consistency, and accuracy. **Regular convenings of the Committee on Statistical Methodologies and Programs** to ensure robust data collection processes. Also, there is a need **to develop a national data quality assurance framework to standardize quality control procedures and validation methods**. NSO requires support in **the establishment of clear standards and guidelines**, including international norms, to facilitate data harmonization. The NSO also needs **comprehensive Standard Operating Procedures (SOPs)** to guide data collection, ensuring quality and reliability. It also requires **assistance in implementing protocols for documenting metadata** associated with collected data, promoting transparency and traceability of data sources and methodologies. Updating the old statistical law currently being pushed by INSTAD to support the sharing and transmission of administrative data related to discrimination and inequality, and aligning with international standards is necessary. This legal framework will help promote data exchange and collaboration among government agencies and stakeholders.

To improve the institutional capacities of the National Statistics Office (NSO) in Djibouti and related organizations there is a **need to improve their capacity through employing and training**

more demographers and statisticians to enhance data collection, management, analysis, and dissemination. **Adequate resource allocation** is also essential for supporting coordination, data production, and dissemination activities. Funding will enable NSO to purchase necessary equipment, maintain infrastructure, and implement capacity-building programs. Addressing **lethargy among stakeholders** in data production is essential for improving institutional effectiveness in generating gender statistics. **A national data quality assurance framework** is also necessary to ensure data integrity and reliability, as outlined in the standardized procedures for data validation, verification, and documentation.

Effective coordination among agencies responsible for administrative data production is essential for consistency and accuracy.

Investing in capacity-building initiatives for data producers and owners will enhance their skills in data collection, analysis, and quality assurance.

Complying with international standards and best practices is vital for leveraging global expertise and resources to improve data quality in Djibouti.

For future publications, the use of **documentaries and short TV** series is highly recommended to increase awareness of the country's reality generate ideas for improvement, and address discrimination and inequality. This approach will provide capacities and opportunities for civil society, the population, and the entire country to address discrimination and inequality.

"There is political goodwill from the government on improvement in women's condition in Djibouti. The government created the first ministerial department specifically in charge of women's affairs which is celebrating its seventh year. Normally on these occasions, the president gives the prize to a woman or a group of women who have done exceptional work and it has been ongoing since 2000 so it's 24 years of presidential awards that award women in different fields whether it's economic activities, artistic expression, academia, policy et cetera. The government is doing a lot and is doing its best the only problem is that we are limited in terms of available data and availability of statistics and information to document the successes and the challenges"

Omar Moussa Ali, National Institute of Statistics of Djibouti

Conclusions and Recommendations

The NSOs in Tanzania, Kenya, Uganda, Ethiopia and Djibouti have not made significant progress in developing administrative data systems and capacity that optimally supports the generation and use of administrative data on discrimination and inequality beyond gender dimensions. Limited capacity in terms of resources (funding), a small number of staff, and a lack of clear guidelines to coordinate and support effective management of administrative data systems on discrimination and inequality remain the major challenges confronting NSOs in all the five countries.

The following recommendations are suggested to improve the collection, collation, analysis, use, dissemination and storage of discrimination and inequality data in Tanzania, Kenya, Uganda, Ethiopia and Djibouti;

- **Need to support countries in developing a national data quality assurance framework** where it doesn't exist e.g., for the case of Djibouti is necessary to help standardize quality control procedures and validation methods.
- Support to NSOs in the **establishment of clear standards and guidelines**, including international norms, to facilitate data harmonization. This may include comprehensive Standard Operating Procedures (SOPs) to guide data collection, ensuring good quality and reliability of administrative data on discrimination and inequality.
- There is also the **need for assistance in implementing protocols for documenting metadata** associated with collected data, promoting transparency, traceability of sources and methodologies of administrative data on discrimination and inequality.
- **Review of existing statistical laws to better promote collection and use of administrative data** e.g. for the case of Djibouti Updating the old statistical law currently being pushed by INSTAD to support the sharing and transmission of administrative data related to discrimination and inequality, and aligning with international standards is necessary. This legal framework will help promote data exchange and collaboration among government agencies and stakeholders.
- **NSOs in all five countries require support in building the capacities of their staff to be able to better support organizations that produce administrative data.** There is a need to improve their capacity through employing and training more demographers and statisticians to enhance data collection, management, analysis, and dissemination.
- **Adequate resource allocation is also essential for supporting coordination, data production, and dissemination activities.** Funding will enable NSO to purchase necessary equipment, maintain infrastructure, and implement capacity-building programs. Increased budget allocations, and upgrading ICT infrastructure within the NSO will help improve their capacity to support data collection and reporting processes for producers of administrative data.
- **NSOs in all the five countries need to accelerate their adoption of modern ways of creating awareness** of the importance of collecting, collating, analyzing and use of administrative data on discrimination and inequality on other key inequality indicators such as employment, education, ethnicity and others beyond the traditional gender indicators.

Awareness creation, and strengthening partnerships with statistical development partners and administrative data producers is crucial. Use of social media platforms such as Facebook, Twitter, and YouTube are some of the ways that NSOs could consider. Promoting open access principles, developing user-friendly data visualization tools, and collaborating with CSOs and research institutions will enhance data utilization.

- In Uganda, **systematic profiling of discrimination and inequality should be conducted to develop an inventory of existing statistics, identify gaps, and prioritize areas for further data collection and analysis.** The NSO **needs a comprehensive strategy and operational plan for collecting and disseminating disaggregated data.** Implementing Management Information Systems (MIS) at national and local government levels, developing capacity-building programs, mainstreaming gender in statistical activities, and conducting regular research will further support this goal.



ANNEX 3
WEST AND CENTRAL AFRICA

CAMEROON

Discrimination and Inequality Context

Cameroon has experienced unequal treatment of individuals within the same society based on race, gender, religion, disability, minorities, etc. For instance, elements of discrimination and inequality arises from patriarchal customs and traditions, sexist stereotypes, and the traditional division of labour within the household, which assigns executive roles and responsibilities to women and control/decision-making roles to men, land inheritance and land acquisition amongst others.

With a score of 0.566, the country ranks 150th out of 189 countries in the Gender Inequality Index (UNDP, Gender Inequality Index, 2017). The inequality index reveals notable disparities among the three primary dimensions of human development: access to jobs, education, and reproductive health. Discrimination against women and between girls and boys, as well as between men and women, continues to be a major barrier to human progress even in the political sphere. Due to effects of gender-based violence and harmful cultural practices. Gender-based violence arises from a variety of circumstances, including moral deterioration, widespread family poverty, women's economic dependence, cultural and traditional traditions, low literacy rates among women, especially in rural areas, and women's lack of information. For instance, people from the albinism community, suffer from discrimination all over the world because of their different in appearance. Albinos, as they are commonly known, are

considered to be witches and in Cameroon, where magic and superstition is popular, segregation to the albino community is even worse.

Nonetheless, to fight discrimination and inequality, in January 1996 and April 2008, there was the revision of the **June 1972 Constitution**¹⁷³ and sections which prohibits all forms discrimination and guarantees the primacy of international law over national law, characterized by legal dualism (coexistence of Napoleonic law and Common Law) and the coexistence of traditional and written law added. In **Article 7 of the Constitution** there is a section which states that "everyone is equal before the law and has a right to equal protection under the law without distinction." **Article 2(2) of the Covenant on Economic, Social, and Cultural Rights (1966), the International Covenant on Civil and Political Rights (1966), and the Universal Declaration of Human Rights** all contain common provisions on non-discrimination and equality. Moreover, in **Article 26 of the Universal Declaration of Human Rights**, Cameroonians are assured of equal protection and prohibition of discrimination. The prohibition of discrimination against specific categories is also enshrined in international instruments on racial discrimination, discrimination against women, and the rights of refugees, stateless persons, children, migrant workers and members of their families and persons with disabilities. In 2016, there was also the introduction of **Penal Code**, which strengthened national legislation with specific sections addressing concerns of sexual and gender-based violence. There are also legal frameworks (including

¹⁷³ <https://extranet.who.int/mindbank/item/928>

customary law) guaranteeing women the same rights as men in terms of access to ownership or control of land.

Additionally, there are commissions in the country guarding human rights, gender equality, discrimination based on tribe/ethnicity for instance; **The National Commission on Human Rights and Freedoms of Cameroon** (CNDHL) and the **Network of Human Rights Defenders in Central Africa (REDHAC)** and the **Civil Society Advisory Group** (CSAG) amongst others. To the UN Women, CSAG acts as a space for exchange and engagement between Civil Society representatives on national issues related to gender equality and women's empowerment. Apart from CSAG, there are also other thematic working groups for instance; the working group on **GBV**, which is linked to the humanitarian response and led by MINPROFF, UNFPA and UN Women. In addition, there are ad hoc committees such as the **national CEDAW committee** and the **national CSW committee** which however operate on an ad hoc basis (preparation of international conferences or periodic report etc.)

Further, as part of its efforts to achieve the SDG 5 (**Gender Equality**) the Cameroon government adopted a **National Gender Policy** in 2014 as well as drawn up a **Country Gender Profile** document and the **Sectoral strategies**. The purpose of the **Country Gender Profile** document is to provide multi-sectorial data disaggregated by sex, to increase knowledge at national level and strengthen national systems for monitoring international, regional and national commitments for improved decision making, planning and reporting. The sectoral strategies included; the **Strategy to Combat Gender-Based Violence (2018-2020)**, the **1325 National Action Plan on Women, Peace and Security (2018-2020)**, the **National Action Plan** to combat female genital mutilation, the **Women, Families and HIV/AIDS Sector Plan**, the **Health, Rural Sector and Education Sector Strategies**, and **Cameroon's National Anti-Discrimination Programme (PNAD)**.

It is worth noting that, some of these strategic documents need to be revised to take into account new developments and changes.

Cameroon has also ratified and signed the below treaties³;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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

However, despite the efforts and ratifications of the United Nations (UN) conventions, Cameroon government is yet to achieve non-discrimination and equality.

Role of the national statistics offices (NSOs)

The National Institute of Statistics (INS) is the official producers of statistics in Cameroon. The INS was established by decree no. 2001-100 of 20 April 2001 issued by the President of the Republic. It is a public institution with legal personality and financial autonomy under the supervision of the Ministry of the Economy, Planning and Regional Development.

Overview of Administrative Data Systems

In Cameroon, the stakeholders involved in the production of administrative data on discrimination and inequality are:

- Government institutions in gender and the family welfare,
- The health sector,
- Ministry of education,
- Ministry social protection,
- Ministry of labour, employment decentralisation/local affairs,
- Ministry of justice,
- The police, and
- National Office of Statistics (NOS) etc.

The **National Institute of Statistics (INS)** and the **Ministry for the Promotion of Women and the Family** (MINPROFF) are the organizations responsible for discrimination and inequality related work in the country. Despite INS, having full autonomy of handling the official statistics, coordination between INS and the other government Ministries (i.e., women affairs, justice etc.) is challenging and hence the limited availability of administrative data on discrimination and inequality. To help address some of these challenges, **committees** and **working groups** have been created for instance, the Interministerial Committee, a Technical Committee and gender statistics working group – both focusing on gender statistics. Alongside, there exists *ad hoc* committees such as the CEDEF national committee or the national committee on CSW. However, these committees and working groups operate on an *ad hoc* basis, particularly during reporting and in conference participations.

The CSOs and NGOs also play a key role in the production of administrative data and in the fight of discrimination and inequality. However, their actions are scattered, lack coherence and

sometimes conflict with government guidelines. There is therefore a need to establish a framework that guides both the working relationship between the CSOs and the government of Cameroon and all the stakeholders involved in the administrative data ecosystem.

In addition to the administrative data production, household surveys are also administered in Cameroon with modules on discrimination and inequality. The household surveys include;

- Employment and Informal Sector Surveys (EESI)
- Time-use surveys
- Surveys on domestic and gender-based violence
- Surveys from the fourth Cameroon household survey (ECAM4)

As the official producer of statistics, the INS makes all the data available including administrative data on discrimination and inequality to the public while ensuring confidentiality as per **Law No. 2020/010 of July 20**, which governs statistical activities in the Republic including its sharing and dissemination.

Despite the challenges characterised with the production of administrative data on discrimination and inequality including;

- Need for capacity building of the MDAs producing the data, on the importance of data disaggregation for statistical purposes
- Need for more financial resources for additional workload operations and training (i.e., on designing and transforming data collection sheets, reporting, analysis etc.)
- Need for standardized tools for administrative data activities (IT equipments, collection, analyses and reporting tools etc.);
- Need to establish a system that can support the MDAs involved in the producing of statistics on discrimination and inequalities.

The below are the different forms of discrimination and inequality without administrative and or survey data.

- Experiences and Perceptions of Discrimination & Harassment
 - Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - Perceived prevalence.
 - Effects on the person.
 - Hate Crimes and Hate Speech
 - Prevalence, by type of bias motivation & type of offense.
 - Perceived prevalence, by type of bias motivation and type of offense.
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - Public reporting, by type of authority & reasons for non-reporting & satisfaction.
 - Convictions & reparations provided to victims.
- Attitudes Towards Minority Groups
 - Level of hostility vs. ‘acceptability’ towards different social or ethnic/racial groups.
 - Attitudes on equal treatment of groups, multiculturalism, integration.
- Promotion of Equality
 - Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - Effectiveness of national efforts to fight discrimination/harassment/hate speech.
- Indirect Discrimination
 - Inequalities in outcomes, by grounds of discrimination.

Data Challenges and Gaps Analysis

Below are some of the data gaps the MDAs involved in administrative data on discrimination and inequality experiences:

- Administrative data captured manually and stored in databases.
- Administrative data compilation is done, however, not as per the international standards
- Lack of enough human resources at all levels (district, province, national) and financial resources for administrative data operations.
- Too much workload with few personnel with the needed technical skills for conducting administrative data activities
- Little to no awareness on administrative data
- No production of crime statistics

Data Quality Gaps

Administrative data quality challenges in Cameroon arises mainly from the **weak systems in place**. There is need for **strengthening of the statistical production systems** in several administrations (MINJUSTICE, BUNEC, MINPROFF, MINAS, etc.). Through training of staff to equip them with the necessary technical skills and knowledge for statistical purposes from collection to dissemination.

Additionally, is the issue of **assigning focal points with little technical skills and no clearer understanding of their roles and responsibilities** in their assigned working groups, as well as their **constant relocations\movement** to new ministries and working groups due to new posting in government ministries and departments. This therefore, requires constant training and retraining.

Good Practices

Despite the data challenges and gaps experienced by the MDAs in Cameroon. There are some good practices being exercised or developed with the aim of improving the access and use of administrative data on discrimination and inequality including;

On **coverage and disaggregation**, MINPROFF is in the process of setting up a data collection system to measure and evaluate the PNG, starting with the training of managers of decentralized services (at the level of the region, department and district) on an application for capturing information at the regional level.

MINPROFF also has **training centers** for carrying out the actions it carries out in the field, this allows for complete harmonized sheets at the district level; collection at the level of the districts and departments and forward them to the region level for entry and to national level for centralization and dissemination. The sheet was developed in collaboration with the INS with the aim of simplification and harmonization.

This will help providing a permanent system for regular information for the evaluation of the MINPROFF framework matrix report.

There is also the **gender-sensitive and inclusive guides and tools**, as well as **budget plans** for the implementation of the civil registration and demographic statistics reform, that have been adopted for dissemination by the National Office of State Registration civil (BUNEC).

MINFIN also encourages all administrations (MDAs) to conduct **situational analysis** and take stock of the consideration of gender in their respective administrations.

The Ministry of Decentralization and Local Development (MINDDEVEL) is creating **a civil registration and demographic statistics** based on information and communication technologies (ICT) which takes into account the principles of (a) interoperability, (b) data protection/freedom of information and (c) inclusion/equality. The disaggregation of the data is as follows: sex, place of residence, gender, geographic location of civil registration centers, Number of schools or health centres with a transitional civil registration system, Civil status registration among indigenous populations, the vulnerable (displaced persons, refugees, etc.) and the elderly. The risk of discrimination in the practices of civil registry offices, particularly with regard to the equal right of women/mothers to register births.

MALI

Discrimination and Inequality Context

Mali is one of the African countries with strong cultural ties that promotes discrimination, socio-economic and political inequalities. Discrimination and inequality in Mali are mainly as a result of marginalization and gender disparities (i.e., men considered superpowers in comparison to their women counter parts, and as per the Malian population (68.3%) argue that discrimination and inequality is triggered also by the imbalance economic situation and poverty in the country.

Thus, to address the discrimination and inequality challenges, Malian government has acknowledged the problem and incorporated it as part of its constitution which fully provides for equality between men and women and prohibits all discrimination based on origin, race, ethnicity, religion or political opinion. **Article 15** and **Article 17** of the Malian constitution also stipulates that, "Everyone has the right to a healthy environment. Everyone has a responsibility to safeguard the environment, defend it, and improve people's quality of life and for the State" and "Education, instruction, training, work, housing, leisure, health and social protection are rights recognized for all", respectively. In 2011, a **National Gender Policy** (NGP) was drawn up. The NGP is pivotal for the Malian government in accomplishing and implementing its international and regional commitments such as the **Universal Declaration of Human Rights**, **CEDAW**, the **Beijing Platform for Action**, the **Sustainable Development Goals (SDGs)**, the **1981 African Charter on Human and Peoples' Rights** and the **Protocol to the**

Charter on the Rights of Women in Africa, the African Youth Charter (2006) and **NEPAD**. Yet, despite being a progressive move in the fight against discrimination and inequality, its wide dissemination to the Malian population is yet to be achieved.

However, since 2002, the Malian government has been committed in accomplishing the aforementioned treaties through establishing, the **Poverty Reduction Strategy Programme** (PRSP), for enhanced and better implementing based on the Strategic Framework for Growth and Poverty Reduction (SFGPR) and the Strategic Framework for Economic Recovery and Sustainable Development (SFERSD) as reference framework for government development policies at national and secretarial levels. The SFERSD (2016-2018) objective is to promote inclusive and sustainable development for all and reduce poverty and inequality with the view of realization of the Sustainable Development Goals (SDGs) by 2030. This aligns with the Government Action Program (PAG 2013 - 2018).

Internationally, Mali has ratified a number of treaties and conventions³ which provides for non-discrimination and equality between men and women, including;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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 the frameworks, policies and conventions, there are also commissions in country guarding human rights, gender equality and non-discrimination such as the **Malian National Human Rights Commission** (CNDH) which at the moment do not produce administrative data. Other institutions have also been set up to guide, coordinate and monitor the NGP implementation, for instance, the **High Council for Gender**, chaired by the Prime Minister, the Permanent Secretariat of the NGP and the gender institutionalization committees in the ten targeted sectoral ministries. Apart from the commissions a working group on gender referred to as the **Gender and Development Thematic Group** (GT-GED) has been set up to lead dialogues with the government, civil society organizations and development partners, in order to place gender equity on Mali's development and political agenda.

Role of the National Statistics Offices (NSOs)

The National Statistics Council (NSC), also known as the NSO was founded based on Law No. 2016-005 of 24 in February of 2016. The NSC and its specialized Commissions are responsible for assisting the NSS in defining, coordinating and programming all the surveys, studies and statistical work carried out by public services. At the organizational level, Mali's statistical system is decentralized and comprises of a central statistical body (INSTAT) and sectorial statistical services located in ministries, public and semi-public bodies. INSTAT is an administrative organization that reports to the Minister of Statistics, currently the Minister of Territorial Planning and Population. It is in charge of technical coordination of the national statistical system's activities, as well as conducting statistical production and dissemination activities for the government, public administrations, the private sector, development partners, and the general public. However, the implementing and monitoring of gender policy, is the responsibility of the Ministry for the Advancement of Women, Children and the Family (MPFEF).

Overview of Administrative Data Systems

In Mali, the stakeholders involved in the production of administrative data on discrimination and inequality guided by Law No. 2016-005 are;

- Government institutions in gender and the family welfare;
- The health sector;
- Ministry of education,
- Ministry of social protection,
- Ministry of labour, employment decentralisation/local affairs,
- Ministry of justice,
- The police, and
- National Office of Statistics (NOS) etc.

The Ministry for the Promotion of Women, Children and Families (MPWCF) is responsible for overseeing discrimination and inequality activities in the country. However, good coordination and collaboration between MPWCF and the Mali NOS is yet to be realised. This is because of lack of clarity of roles and responsibilities between the two organizations when it comes to production of administrative data. And, a part from the government ministries and departments, administrative data is also produced through surveys with modules on discrimination and inequality in;

- Modular and Permanent Household Survey (EMOP, 2015)
- Mali Demographic and Health Survey (EDSM -VI)
- General Population and Housing Census (GPHC)

Nonetheless, even though administrative data on discrimination and inequality is disaggregated (i.e., by age, sex, location, disability status), most of the administrative data produced is not sufficiently disaggregated for analysis. Additionally, there are more challenges characterised by the production and use of administrative data such as;

- Use of different reporting formats by the involved stakeholders
- Poor coverage/disaggregation
- Insufficient quality and quantity of data produced to meet needs
- Delays in data release

However, despite the stated challenges associated with production and use of administrative data,

- The Ministry for the Promotion of Women, Children and the Family (MPFEF) and
- The National Institute of Statistics of Mali (INSTAT)

Are promoting the uptake and use of administrative data in general and on discrimination and inequality for decision making and planning purposes.

The following are the different forms of discrimination and inequality without administrative and survey data:

- Experiences and Perceptions of Discrimination & Harassment
 - Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - Perceived prevalence.
 - Effects on the person.
- Hate Crimes and Hate Speech
 - Prevalence, by type of bias motivation & type of offense.
 - Perceived prevalence, by type of bias motivation & type of offense.
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - Public reporting, by type of authority & reasons for non-reporting & satisfaction.
 - Convictions & reparations provided to victims.
- Attitudes Towards Minority Groups
 - Level of hostility vs. ‘acceptability’ towards different social or ethnic/racial groups.
 - Attitudes on equal treatment of groups, multiculturalism, integration.
- Promotion of Equality
 - Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - Effectiveness of national efforts to fight discrimination/harassment/hate speech.

- Indirect Discrimination
- Inequalities in outcomes, by grounds of discrimination

Data Challenges and Gaps Analysis

Below are some of the challenges experienced by the stakeholders involved in the production of data including administrative data;

- **Poor coordination of statistical activities at national level** which at times leads to production of unofficial data by certain users, particularly the NGOs
- **Lack of standardization** in concepts, definitions, nomenclatures and methods which thereby results into poor incomparability
- **Lack of clarity of roles and responsibilities** between the involved organizations (i.e., between MPFEF and NSOs). This can be addressed through establishment of collaboration protocols between the various stakeholders involved.
- **Poor accessibility** of statistical data to the users, and a zero culture of using data in decision-making
- **Lack of enough resources** for carrying out data activities. For instance, the NSO does not have the enough resources to produce reports or disaggregate by region, residence, socio-economic level, sex etc.
- **Low motivation and insufficient human resources capacity**

Data Quality Gaps

The data quality challenges in Mali are as a result of **inadequate and poorly maintained IT infrastructure**. In that the data collection operations are not automated and there are also no enough systems in place for carrying out such activities.

However, despite having a few IT equipment's, to help with data quality, INSTAT assist the government departments in producing high quality data through helping with cleaning, coding and processing of data, as well as analysis and reporting.

Data Accessibility and Use

Data accessibility and use is a challenge not only in Mali but for many countries in Africa. Data is produced however stored in systems or are in formats that are difficult for stakeholders to access and use.

For Mali, access and use is better through the improved dissemination processes. For instance, the NHS databases and publications exist and are available online for (statistical yearbook, consumer price index, external trade statistics, national accounts, business bulletins, construction materials index, etc.). The data from EMOP, IHPC, Statistics on foreign trade and the Construction Materials Index are regularly updated on the INSTAT website. However, access and use are limited for the areas with insufficient disaggregation and coverage (i.e., population projections; statistics on the environment, employment, justice, social action and migration, gender, marital status) and (i.e., statistics on multidimensional poverty, women's employment in the modern sector, food security, vulnerability, violence against women and children, persons with disabilities, the elderly) respectively. Further, despite having the CountrySTAT website (www.countrystat.org), the information on the system is not up to date as it is not regularly updated.

Good Practices

One of the good practices associated with Mali, is the establishment of the **Malikunnafofi platform**, a centralized organization and dissemination tool for the National Institute of Statistics (INSTAT). The platform is compatible with mobile application and can easily be downloaded on Google play store. It provides the below functions;

- A framework for indicators harmonization,
- Improves International comparability,
- Acts as a storage for indicators i.e., socio-economic indicators

- Acts as access for reliable statistical data from INSTAT
- Acts as a channel for disseminating of statistical data at all levels.

Despite the advantages, data disaggregation on **Malikunnafofi platform** is yet to be realized. There is need for addition of a sex-specific meta-database on inequalities, discrimination incorporated as part of the platform. This will be pivotal in gender monitoring of national, sectoral and municipal programs.

NIGERIA

Discrimination and Inequality Context

Discrimination and inequality in Nigeria arise mainly from the patriarchal values that favours men to women. Even though, **Section 43 of the 1979 Constitution** permits equal rights and the right of women to own property, a large proportion of women in Nigeria still have no right to own land due to the reliance in customary laws in certain societies. Additionally, traditional practices such as dealth rituals also exposes the women to discrimination through economic hardship, confinement, and ill-treatment. The girls in such communities also suffers from discrimination as a result of forced marriages at an early age and forced Female Genital Mutilation (FGM) practices.

Nigeria operates multiple legal systems – English, Customary and Sharia law. Sharia law is practiced in twelve northern states – Bauchi, Borno, Gombe, Jigawa, Kaduna, Kano, Katsina, Kebbi, Niger, Sokoto, Yobe and Zamfara. The law allows for the establishment of Sharia institutions such as Sharia Courts, Hisbah boards and Zakkah, which govern Muslims' civil and criminal matters. The Sharia and Customary systems are influenced by cultural and religious norms and can sometimes have harmful and disproportionate effects on women and girls¹⁷⁵. Customary law or Common law, on the other hand, is practiced in both the north and southern states and draws from the norms and customs that govern a group of people¹⁷⁴. The Sharia and Customary systems often overlap however, at times contradict each other. According to the

Sharia law, women are allowed to participate in the labour market and are free to engage in various economic activities to earn a living by legitimate means, provided it does not jeopardize their honour and moral rights. Additionally, women are encouraged to take up jobs which upholds their moral standards as well as that of their family or society. According to the Sharia law, economic independence is desired, but only if it protects the honor and morality of women¹⁷⁵.

The **1999 Constitution** recognizes equality and non-discrimination based on sex and **Section 15 (2)** of the constitution, *states that national integration shall be actively encouraged, whilst discrimination on the grounds of place of origin, sex, religion, status, ethnic or linguistic association or ties shall be prohibited*". Moreover, the **National Human Rights Commission** of Nigeria established in 1995, under resolution 48/134 of the United Nations General Assembly provides avenue for public enlightenment, research, and dialogue for awareness on Human Rights issues as well as promotion, protection and enforcement of human rights. However, the combination of federation and a tripartite system of civil, customary, and religious law makes it difficult to harmonise legislation and remove discriminatory measures in Nigeria. Notably, any law, which is contradictory to Federal Law, or the Constitution can be challenged in a Federal Court. With a legal system with varying legal standards, the Nigeria Constitution provides the ultimate principles, rules, and doctrines from which the legitimacy and hierarchy of all other legal norms in the country are validated.

174 Nwocha, M., Customary Law, Social Development and Administration of Justice in Nigeria. January 2016 Beijing Law Review 07(04):430-442; DOI:10.4236/blr.2016.74034

175 Centre for Islamic Legal Studies, Ahmadu Bello University, Zaria: Promoting Women's Rights Through Sharia In Northern Nigeria

Nonetheless, despite the multiple legal laws (Sheria and Customary), the acts including **Violence against Persons Prohibition Act** (VAPP Act) which has been passed as a law in 22 states out of 36 states¹⁷⁶. Also, the presence of legal frameworks which promote, enforce and monitor the application of the principles of gender equality and non-discrimination on the basis of sex as well as guaranteeing women the same rights as men in terms of access to ownership or control of land. Gender-based violence (GBV) are still rampant in the country and discrimination and inequality challenges, still exist. Thus, to establish non-discrimination and equality, Nigeria also subscribes to the below international treaties on human rights³;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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

Role of the National Statistics Offices (NSOs)

National Bureau of Statistics (NBS) is the main producer of official statistics in Nigeria. The NBS, herein referred to as the NSO, ensures collaborations across all tiers of governments and civil societies organizations in statistical delivery on all facets of human endeavors towards meeting the data demands of policymakers and users both and within and outside the country.

The Statistics Act of 2007 requires that the Nigeria Statistics Authority (the National Bureau of Statistics) prepares and publish a Code of Practice for compliance by all the data producers who are part of the official data production process (i.e. National Bureau of Statistics, Line Ministries and Agencies, Public Authorities, State Statistical Agencies and Local Government Statistical Units). Additionally, the NSOs are also responsible for development of guidance documents for Government Ministries, police & justice sector institutions and entities (e.g. national equality commissions, national human rights institutions, civil society organizations academia etc.). These guidance documents are pivotal for reporting on SDG indicators related to discrimination and inequality. In summary, the two main objectives of the NBS are;

- Coordination the National Statistical Systems
- Collecting, compiling, analyzing, interpreting, publishing and disseminating Statistical Information in collaboration with other agencies both governmental and non-governmental

¹⁷⁶ Ekhaton, Eghosa O. (2019). Protecting and Promoting Women's Rights in Nigeria: Constraints and Prospects; <https://chesterrep.openrepository.com/handle/10034/622277>

Overview of Administrative Data Systems

In Nigeria, the stakeholders involved in the production of administrative data on discrimination and inequality include;

- The Federal Ministry of Women Affairs (FMWA)
- The National Bureau of Statistics (NBS)
- National Population Commission (NPC)
- The National Centre for Women Development (NCWD)
- Nigeria Civil Society Organization (CSOs)
- National and Human Rights Commissions on Gender Equity and Equality
- Federal Ministry of Justice
- Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development
- National Human Right Commission
- National Agency for the Prohibition Trafficking in Persons (NAPTIP)
- Federal Ministry of Education
- The House of Parliament, National Assembly, Abuja
- The University of Basic Education etc.

Notably, Nigeria has several, vibrant and diverse range of CSOs that cuts across women's economic empowerment, girls' education and rights, Sexual rights and reproductive rights, and gender-based violence. The CSOs comprises local 'elites' clubs, traditional-age class associations, unions in villages and small towns, and national organizations. However, most remain limited in their engagement with government and its agencies on policy development beyond the symbolic meetings attended. This mainly results from lack of adequate funding in addition to inadequate skills to carry out their activities (i.e., advocacy, outreach, lobbying and resource mobilization, data production etc.). Also, with change in the funding landscape and limited funds, many CSOs have equally shifted focus to the thematic areas with

funding regardless of whether they have the necessary skills in the respective thematic areas. Moreover, lack to limited funds have also led to "silo mentality", and hoarding of funding information amongst the CSOs, thus promoting a culture of mutual suspicion.

Apart from the MDAs and CSOs\NGOs, administrative data on discrimination and inequality is produced through modules in house hold surveys including;

- Nigerian Living Standards Survey (NLSS)
- Nigeria Demographic and Health Survey, NDHS (2008, 2013, and 2018) with some question on domestic violence, female genital mutilation, women's empowerment and health outcomes;
- Multiple Indicator Cluster Survey (MICS, 2016-2017, 2021).

And through publications produced by the National Bureau of Statistics (NBS) such as;

- Statistical report on women and men, January 2023
- Prevalence and Increase of Violence against Women and Children
- The Federal Republic of Nigeria's standard overview of data on society, the economy, and organizations, referred to as the Annual Abstract of Statistics (ABS)
- The Nigeria Living Standards Survey (2018/2019) and ABS (2010, 2017) both include sections on power, politics, and decision-making; Crime Statistics: Reported Offences by Type and State Crime Statistics: Reported Offences by Type and State (2017 Nigeria Living Standards Survey (2018/2019);

In summary, the administrative data in general and on discrimination and inequality produced by the MDAs are collected with a unique identification at the ministry or agency level. This is done through digital and paper-based means on an annual frequency. The collection of these administrative data by the MDAs is a requirement by law and are accessible online. The thematic areas covered

by the administrative data include; **Promotion of Equality; Reporting and Sentencing of Discrimination, Harassment and Hate Crimes and Indirect Discrimination**. Although, the production of official data is guided by the Statistical Act of 2007, there are no acts that specifically guides the production of administrative data on discrimination and inequality. Notably, the admin data produced can partially measure the indicators on the different forms of discrimination and inequality.

The geographical coverage is for the entire target population and disaggregation is mostly by sex and granularity at national level. Quality control and data protection laws exists at the NSO level and data sharing/exchange protocols do exist. Some of the challenges affecting production, analysis and dissemination of administrative data are; Coordination, Production, Publication and use, adoption of standards and definitions amongst others.

Table 7: Name of Agency and the various indicators covered

Indicator	Name of Agency
A.1. Prevalence of discrimination or harassment, by grounds of discrimination prohibited under international human rights law (incl. by multiple grounds)	Human Right Commission, and National Agency for the Prohibition Trafficking in Persons
A.2. Different domains (“areas of life”) where discrimination or harassment typically occurs (e.g. health, education, justice and personal security, living standards, work, participation, etc.)	Human Right Commission, and National Agency for the Prohibition Trafficking in Persons
A.3. Relationship to the person who committed the discrimination act	National Human Right Commission, and National Agency for the Prohibition Trafficking in Persons
A.4. Effects of discrimination or harassment on the person (e.g. effects on victims’ sense of insecurity, mental health, ongoing to work/school, etc.)	National Human Right Commission, and National Agency for the Prohibition Trafficking in Persons
A.5. Perceived prevalence of discrimination and harassment against relevant groups at risk	National Human Right Commission, and National Agency for the Prohibition Trafficking in Persons
B.1. Prevalence of hate crimes (e.g. homicide, assaults, property damage, etc.) and hate speech (esp. on online platforms), by type of bias motivation and type of offense	Nigeria Police Force
B.2 Perceived prevalence of hate crimes against relevant groups at risk, by type of bias motivation and type of offense	Nigeria Police Force
C.1. Reporting of discrimination, harassment and hate crimes by victims and witnesses to relevant authorities, by type of authority	Federal Ministry of Justice and National Human Right Commission
C.2. Reasons for non-reporting discrimination, harassment and hate crimes	Federal Ministry of Justice and National Human Right Commission
C.3. Satisfaction with the way the report/complaint was handled	Federal Ministry of Justice and National Human Right Commission
C.4. Convictions of discrimination, harassment and hate crime cases and reparations provided to victims	Federal Ministry of Justice and National Human Right Commission

The different forms of discrimination and inequality without administrative and survey data available are:

- Experiences and Perceptions of Discrimination & Harassment
 - Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - Perceived prevalence.
 - Effects on the person.
- Hate Crimes and Hate Speech
 - Prevalence, by type of bias motivation & type of offense.
 - Perceived prevalence, by type of bias motivation & type of offense.
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - Public reporting, by type of authority & reasons for non-reporting & satisfaction.
- Convictions & reparations provided to victims.
- Attitudes Towards Minority Groups
 - Level of hostility vs. ‘acceptability’ towards different social or ethnic/racial groups.
 - Attitudes on equal treatment of groups, multiculturalism, integration.
- Promotion of Equality
 - Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - Effectiveness of national efforts to fight discrimination/harassment/hate speech.
- Indirect Discrimination
 - Inequalities in outcomes, by grounds of discrimination.

Table 8: Summary of administrative data sources, data collected, use and related challenges

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 14
Type of organizations collecting admins data	Other
Type of datasets and elements of discrimination and inequality in the admin data	Human rights, demographics, education, health, social protection, employment etc.
Admin data quality	Quality control exists at the NSO level
Thematic areas covered	Promotion of Equality, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes, Indirect discrimination
Digitization, intractability, and visualization of admin data	Data is collected digitally and through paper-based forms. Accessibility is online – through digital platforms.
Accessibility and dissemination of data	Minimal access in a few and no access for the majority of the stakeholders. Few publications and dissemination activities.
What’s the general cross-cutting overall challenge for the country	Coordination

Data Challenges and Gaps Analysis

The below are some of the data challenges characterised with the production of official data including administrative data on discrimination and inequality.

- Lack of political commitment
- Poor coordination
- Lack of enough resources both human and financial
- Delays in data release
- Heavy reliance on household-based surveys; expensive to measure on regular basis
- Difficulty in measuring data quality
- Inability to integrate administrative data sets in most cases in decision making and planning
- Poor to limited coverage
- Manually entry of data into the databases, especially data from the education and employment sectors
- Insufficient availability of sex-disaggregated administrative data on discrimination and equality across all sectors and domain at all levels

Data Quality Gaps

data quality is one of the problems experienced with the data producers in Nigeria as its measuring it's a challenge. However, through the NBS, there are activities in place to address the challenge including;

- Capacity-building for stakeholders from different administrations, particularly on gender and inequalities
- Providing human resources to assist the MDAs in producing quality statistics for instance, in cleaning, coding and processing of data,

preparing tables and charts, conducting statistical and trend analyses, publishing reports and conducting related research

- Providing financial resources for workloads and statistical operations
- Raising awareness on the importance of data quality
- Developed a national quality assurance framework for use by all data producers
- Setting up system that can help with data quality checks etc.

Data Accessibility and Use

to improve accessibility and use, the below ministries and institutions are working towards promoting the uptake and use of administrative data on discrimination and inequality. They are;

- The Federal Ministry of Women Affairs (FMWA)
- The National Bureau of Statistics (NBS)
- National Population Commission (NPC)
- Federal Ministry of Justice and National Human Right Commission
- Nigeria Police Force
- The National Centre for Women Development (NCWD)

Good Practices

Despite the challenges that are characterized with the data production, analysis and dissemination processes of administrative data on discrimination and inequality in Nigeria, there are certain good practices in place to improve access and use of data including;

- ***Establishment of gender units since 2008*** within the technical ministries. These were established to ensure that gender is taken into account at the sectoral level. The gender units have been instrumental in the development of the national policy document on Equity

and Equal Opportunities and the national strategy document for combating GBV. However, despite their contribution in policy and formulation of strategic documents there is little to no budget/funds allocated to these units.

- ***Designing a coordinating policy*** - The Nigeria MPI can be used to coordinate and align different sectors and line ministries, as well as programmes at every level of government, so that responses to poverty can be integrated, multisectoral, and transversal.

IVORY COAST

Discrimination and Inequality Context

Discrimination and inequality practices against women and girls continue to increase in Ivory Coast due to resistance to gender equality as a result of reliance on cultural and societal norms. Efforts have been put in place to address non-discrimination and inequality however, discriminatory and socio-cultural practices such as men land inheritance and female genital mutilation (FGM) remains significant. Moreover, despite the existing human rights laws, discrimination, sexual harassment, the use of transactional sex to facilitate social and economic transactions, and violence against women continue to soar.

Ivory Coast has ratified a number of laws and conventions³ at international level including;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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
- Convention on the Rights of Persons with Disabilities

At the regional level, the country has ratified the African Charter on Human and Peoples' Rights and its Protocol on the Rights of Women (PCADHPF), commonly known as the "Maputo Protocol".

While at the national level, there is a formal framework for gender equality. Additionally, in the Constitution of August 1, 2000, equality for all is affirmed and all forms of discrimination discouraged be it in employment, education, politics, and religion etc. **Article 35, 36 and 37** of the constitution (**Law n°2019-870 of October 14, 2019; Law n°2019-870 of October 14, 2019**) caters for the promotion of women's rights in the political sphere and ensures the promotion of gender parity in managerial positions in institutions, public administrations and businesses. Moreover, based on the constitution, laws have been passed which gives women equal rights for instance, in land inheritance, access to property opportunities (**Law n°2019-570 of June 26, 2019; Law n°2019-573 of June 26, 2019; Law n°2015- 537 of July 20, 2015**) as well as discouraging FGM, GBV and early marriages in the society (**Law no. 2021-894 of December 21, 2021; Law n°98-757 of December 23, 1998**).

The national justice policy adopted in July 2013, the revision of the judicial procedures, the Individual and Family Code are also part of the ongoing actions put in place for facilitating equitable access of justice to all. Further, political

commitments to gender promotion and women's empowerment have also been enacted for instance, (i) Ivory Coast Solemn Declaration on Equal Opportunity, Equity and Gender, signed by the President of the Republic in February 2007, (ii) the President of the Republic's government program, which places "*enhancing the role of women*" and "*parity in decision-making bodies*" at the heart of his intervention strategy to ensure equitable development, (iii) the Policy Document on Equal Opportunity, Equity and Gender, (iv) the National Development Plan (NDP 2012-2015), (v) the National Strategy to combat gender-based violence 2014-2016, (vi) the action plan to implement United Nations Security Council Resolution 1325, (vii) the National Action Plan for Women 2003-2005, drawn up in 2002 and revised in 2005, (viii) the National Development Plan for the Education/Training Sector, (ix) the National Agricultural Investment Plan and (x) the National Population Policy.

Additionally, there is the political commitment and the will to boost women participation in political leadership and hence the development and implementation of women empowerment programs such as the Women and Development Fund of the Ministry of the Family, Ivory Coast Women's Support Fund (FAFCI) by the First Lady, the Compendium of Ivory Coast Women's Competencies (COCOFCI), the Program for the Advancement of Women and Gender Equality (PAFEG), to name but a few. The creation of the Network of Women Ministers and Parliamentarians of Ivory Coast (REFAMPCI). These programs were created with the goal of reducing all forms of discrimination and inequality in the country.

There are also commissions in place to help with the fight on discrimination and inequality for instance, the **National Human Rights Council** (CNDH) established under **Law n°2018-900 of November 30, 2018** which performs advisory functions, carries out consultations, conducts evaluation missions and makes proposals to the Government and all other competent authorities;

The **Ivorian League for Human Rights** - The Ivorian League for Human Rights (LIDHO) is an Ivorian non-governmental organization committed to the defense of all civil, political, economic, social and cultural rights as defined in the Universal Declaration of Human Rights. There are now 63 chapters of LIDHO, which is spread throughout all of Ivory Coast's provinces. Of them, 54 are local chapters located in the country's interior cities, while 9 are located in Abidjan's communes.

Nonetheless, in spite of significant progress made in terms of laws, frameworks, conventions, programs for ensuring non-discrimination and inequality, de facto equality still remains a challenge.

Role of the National Statistics Offices (NSOs)

As the coordinator of the National Statistical System (NSS) and the authoritative source of all official statistics in Ivory Coast, the National Bureau of Statistics (NBS); herein referred as the Bureau, ensures collaborations across all tiers of governments and civil societies organizations in statistical delivery on all facets of human endeavours towards meeting the data demands of policymakers and users both within and outside the country.

The second review of statistics on the Sustainable Development Goals (SDGs) taking into account gender and vulnerable people for the years 2015-2022. It is the result of close collaboration between the Civil Society Initiative for the SDGs (ISC SDGs), the National Institute of Statistics (INS) and the United Nations Development Program (UNDP) within the framework of the implementation of the New Deal. It relied on the results of surveys carried out by the INS (EHCVM_2018, ENE_2019, MICS2016, National Accounts, etc.), administrative or routine data collected from state and non-state institutions, mainly NGOs in charge of vulnerable and/or left behind people.

The NBS also assists government departments in producing official statistics the data exists but is not used before publication.

Overview of Administrative Data Systems

The stakeholders involved in the producing of administrative data on discrimination and inequality in Ivory coast includes;

- The **Ministry of Women, Family and Children** is the institution responsible for the promotion and empowerment of women, the protection of children, the promotion of the family and the promotion solidarity. Within it, there is a Directorate for the Promotion of Gender and Equity. It is responsible, among other things, for developing the national policy on equal opportunities, equity and gender and for ensuring its monitoring, implementation; and an Information Systems Department which is responsible for collecting, storing, processing and disseminating information; and the Directorate of Planning, Studies and Documentation which is responsible for ensuring the production of sectoral statistics.
- The **National Institute of Statistics** (INS) is the official statistics service of Ivory Coast, transformed into a state company by Decree No. 2013-537 of July 30, 2013 issued by the President of the Republic. INS is a public administrative establishment, with legal personality and financial autonomy, placed under the supervision of the minister responsible for statistics.
- The **Committee to Combat Violence Against Women and Children** (CNLVFE)
- The **Women's Training and Education Institutions** (IFEF) created since 1958 also remain an excellent tool for promoting women and are recording convincing results.
- The **National Observatory of Equity and Gender** (ONEG) - The National Observatory for Equity and Gender was created on December 17, 2014, by decree in the Council of Ministers. ONEG's missions are to monitor, evaluate and formulate proposals aimed at promoting gender equality between men and women in public policies. To this end, it produces progress reports which take stock of the measures taken to guarantee, at all levels, respect for the principle of gender equality and present the objectives planned for the years to come and the actions which will be carried out in this capacity.
- The **National Women's Council** established by decree n°2007-569 of August 10, 2007.
- The **Compendium of Women's Skills of Ivory Coast** (COCOFCI) - The Compendium of Women's Skills of Ivory Coast (COCOFCI) was created in 2011 to make Ivorian women's skills visible, and to enhance their participation in public life. It has a website (www.compétencesféminines.gouv.ci) and an online registration form for free registration of all Ivorian women.
- The **transversality of the gender approach in all development programs** requires taking into account gender equality both in the formulation of sectoral policies and in the evaluation of their implementation. This is why, in addition to the Ministry of Women, Families and Children, other sectoral ministerial departments and public and non-governmental organizations are also involved in the implementation of the National Gender Policy.
- **Gender units within technical ministries** Established from 2008, They are responsible for ensuring that gender is taken into account at the sectoral level. These units contributed to the development of the national policy document on Equity and Equal Opportunities and the national strategy document to combat GBV. However, it is clear that no budget

is allocated to these cells. They no longer benefit from monitoring with the dissolution of the Directorate of Equality and Gender Promotion (DEPG 2006-2014 and 2017). This is how gender focal points are designated by the ministerial departments concerned to monitor the consideration of gender in their respective areas. It must be said that in most cases, the establishment of focal points showed some limits due to the quality of the people designated, their constant mobility due to assignments and the fact that many do not always have good knowledge of their roles and responsibilities.

Other thematic working groups which exist in the country involved in discrimination and inequality are;

This pertains to the humanitarian response and is part of the GBV working group led by UN Women, UNFPA, and the MFFE.

A **Gender and Development Thematic Group** has been set up since 2007. This group holds regular meetings which are co-chaired by the MFFE and the Agencies of the United Nations System in order to coordinate actions on Gender in Ivory Coast and to avoid the multiplicity of actions aimed at the same results and to monitor and evaluate the implementation of activities.

A GBV coordination having the same functioning as the Gender and Development Thematic Group

Depositories of administrative files, essentially public institutions generating data that can be used for statistical purposes in their sovereign functioning. Currently, these are the only data sources used within the SNIS.

Furthermore, a **National Fund for “Women and Development”** was created by Decree No. 94-219 of April 20, 1994. With a view to optimizing results, the operation of the fund was reviewed and transformed into a Management Project.

Innovator of the National Fund “Women and Development” with the involvement of Decentralized Financial Systems (SFD). These are responsible for the redistribution of loans at subsidized rates and recovery. The low interest rate of 1% aims to enable women to replenish their capital and continue their activities.

In addition to the MDAs administrative data on discrimination and inequality is produced within the modules in house hold surveys. Information on denials, discrimination, inequalities and socio-economic exclusions based on sex can be found in the following surveys;

- The **Demographic and Health Survey** carried out in 2021 in Ivory Coast (EDS-CI 2021) is the most recent conducted in Côte d'Ivoire, and it follows those implemented in 1994, 1998–99, 2011–12. The latter contains a section on domestic and marital violence and obstetric fistula among women aged 15–49.
- The **2016 Multiple Indicator Cluster Survey (MICS)** initiated by the Government of Ivory Coast and included in the cooperation program between the Government and UNICEF for the period 2009-2016, is part of this framework. It is the fifth of its kind after those carried out in 1996, 2000, 2006 and 2011-2012. It was initiated by the Ministry of Planning and Development and executed in 2016 by the National Institute of Statistics (INS), as part of the global MICS survey program which was developed by UNICEF from 1990 in as an international household survey program. It contains a section on the practice of female genital mutilation (FGM)/excision.
- The **Governance, Peace and Security (GPS) survey** carried out by the INS - The data used in this study come from the Governance, Peace and Security (GPS) survey set up by the African Union Commission, which therefore included it in the Strategy for the Harmonization of Statistics in Africa (SHaSA; CUA et alii, 2010). The GPS-SHaSA4 initiative was developed by

the African Union Commission, the African Development Bank and the United Nations Economic Commission for Africa, with a view to producing statistics in the area of governance, peace and security. The GPS survey in Ivory Coast was grafted onto the Integrated Regional Survey on Employment and the Informal Sector (ERI-ESI) and, conducted by the INS (2017), and financed by the Commission of West African Economic and Monetary Union (UEMOA). In addition to collecting information on the job market and the informal sector, the survey made it possible to collect information on perceptions and lived experiences in terms of: Democracy and Human Rights; Quality of Institutions and Corruption; Power-Citizen Relations;

- **Household Living Standards Surveys** in Ivory Coast (ENV, 2015, 2002, 2002, 2008) - The main objective of these surveys is to collect information intended to improve the planning and evaluation of economic and social policies in Côte d'Ivoire. This investigation also allowed: to determine a poverty profile.
- **The Harmonized Survey on Household Living Conditions 2018-2019** - Carrying out the annual survey to monitor household living conditions is part of a better understanding of poverty in WAEMU member countries, in particular to understand its manifestations. It aims to provide data useful for refining the analysis within the different sectoral and thematic groups of the institutional system for monitoring the implementation of the Strategic Framework to Combat Poverty (CSLP).
- The fifth **General Population and Housing Census** (RGPH 2021) whose flagship products are the reports on 18 themes, including one on the socio-economic situation of children, women, the elderly and the disabled.
- The **National Survey on the Employment Situation** (ENE_2019), continuous employment survey

There are also databases and strategic documents, from which information on discrimination and inequality can be accessed and retrieved including;

- **The Database on Family, Women, Women and Children issues** is being created at the Ministry (MSFFE); Here is a list of the basic information that can be easily pulled out of the Incident Recorder and used to inform your programs. Once you are comfortable creating pivot tables that capture this information, you can look at other data in the incident recorder to look for trends or gaps in service. (Number of Incidents Reported, Types of Violence, Age and Sex of Survivors, Age Range of Survivors, Time Elapsed between Incident and Report, Perpetrator-Survivor Relationship, Services Provided and Referrals Made)
- The **Gender-Based Violence Information Management System** (GBVIMS) - GBVIMS is a system for strategic information, analysis, and sharing of statistical data related to GBV occurrences documented appropriately and safely, which is made available to GBV preventive and care providers.
- The **Directory of Women's Organizations and Networks**;
- The Sub-Regional Database "**Women, Gender, Peace and Security**"
- The **National Strategy Document for the Fight against Gender-Based Violence** (SNLVBG) is the culmination of a process triggered by the Ministry of Family, Women and Children (MSFFE) and supported by several partners, from 2009 to 2014. Its development was largely participatory and it constitutes a common framework of actions aimed at strengthening the holistic response to gender-based violence in Côte d'Ivoire.
- **2018 Statistical Analysis Report on Gender-Based Violence in Ivory Coast** - The production of the 1st statistical analysis report on GBV extracted from the GBVIMS CI database for the

period from January 1 to December 31, 2016. This statistical analysis report on GBV for the year 2018 is a contribution strengthening the response by disseminating these statistics to both service providers and ordinary users for decision-making and advocacy.

Furthermore, the NGOs and CSOs in Ivory Coast do not produce official data on discrimination and inequality. But during the year, media and human rights organizations published various reports on:

- Arbitrary Deprivation of Life and Other Illegal or Politically Motivated Killings
- Human rights organizations documented disappearances carried out by government authorities.
- Torture and other cruel, inhuman, or degrading treatment or punishment, as well as other related abuses
- Local nongovernmental organizations (NGOs) reported impunity as an occasional problem within security forces.
- The Ivorian Network for the Defense of the Rights of Children and Women (RIDDEF) and the NGO DDE-CI

The second review of statistics on the Sustainable Development Goals (SDGs) taking into account gender and vulnerable people for the years 2015-2022. It is the result of close collaboration between the Civil Society Initiative for the SDGs (ISC SDGs), the National Institute of Statistics (INS) and the United Nations Development Program (UNDP) within the framework of the implementation of the New Deal. It relied on the results of surveys carried out by the INS (EHCVM_2018, ENE_2019, MICS2016, National Accounts, etc.); administrative or routine data collected from state and non-state institutions, mainly NGOs in charge of vulnerable and/or left behind people.

However, these forms of discrimination and inequality are not covered within the available administrative and survey data including;

- Experiences and Perceptions of Discrimination & Harassment
 - o Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - o Perceived prevalence.
 - o Effects on the person.
- Hate Crimes and Hate Speech
 - o Prevalence, by type of bias motivation & type of offense.
 - o Perceived prevalence, by type of bias motivation & type of offense.
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - o Public reporting, by type of authority & reasons for non-reporting & satisfaction.
 - o Convictions & reparations provided to victims.
- Attitudes Towards Minority Groups
 - o Level of hostility vs. ‘acceptability’ towards different social or ethnic/racial groups.
 - o Attitudes on equal treatment of groups, multiculturalism, integration.
- Promotion of Equality
 - o Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - o Effectiveness of national efforts to fight discrimination/harassment/hate speech.
- Indirect Discrimination
 - o Inequalities in outcomes, by grounds of discrimination.

Notably, in the production of administrative data in general and on discrimination and inequality, there are data laws in place which guides these processes such as;

- Law No. 2020-950 of 7 December 2020 amending and supplementing Law No. 2013-537 of 30 July 2013 on the organization of the national statistical system.
- Law No. 2013-537 of 30 July 2013 on the organization of the National Statistical System
- Decree No. 96.975 of 18 December 1996 on the transformation of the public bodies
- Decree No. 96.975 of 18 December 1996 on the transformation of the public industrial and commercial establishment "National Institute of Statistics" into a State company

Data Challenges and Gaps Analysis

The challenges experienced in Ivory Coast in the production of administrative data are;

- Data is entered manually into computers and stored in databases, including data from the education and employment sectors.
- Capacity-building for stakeholders working in different administrations, particularly on gender and inequalities
- Human resources
- Financial resources for workloads and statistical operations
- Raising awareness
- Statistics on crime, all the information required
- System to be set up

Data Accessibility and Use

with access and use, the following are some of the practices in place to improve uptake including;

- This INS is mandated to do the collecting, collating, processing, analyzing and disseminating statistical information on all facets of economy as well as coordinating the production of relevant official statistics at all levels of governance in Ivory Coast

- The INS makes all data available to the public while ensuring confidentiality within the meaning of Law No. 2020-950 of December 7, 2020 amending and supplementing Law No. 2013-537 of July 30, 2013 on the organization of the national statistical system
- Analysis of data from the 2018 Demographic and Health Survey (EDSC) on gender-based domestic violence and the 2018 statistical analysis report on Gender-Based Violence (GBV)
- The Gender-Based Violence Information Management System (GBVIMS)
- The existence of an official database or Directory of Women which lists all women and women's associations, cooperatives and NGOs covering the national territory

Additionally, they are regular and comprehensive statistical publications which reports on discrimination and inequality and accessible to the public including;

- Integrated Regional Survey on Employment and the Informal Sector (ERI-ESI) Ivory Coast, 2017
- 2018 statistical analysis report on gender-based violence (GBV) Validated in a workshop by: All data producing organizations in Ivory Coast from the MFFE - Recent and future official studies that can be used to collect data on these questions.
- Country Gender Profile in order to have multi-sector data disaggregated by sex, making it possible to increase knowledge at the national level and strengthen national systems for monitoring international, regional and national commitments in this area.
- The areas addressed by this study are diverse and varied and based on the fourth pillar of the National Development Plan 2021-2025: Pillar 4: Strengthening inclusion, national solidarity and social action, by promoting the participation of

economic development and improving access for all to essential economic and social services. Particular attention will be paid to the most vulnerable people (women, young people, disabled people, elderly people, etc.).

Furthermore, to improve uptake and use of administrative data, The Ministry of Women, Families and Children advocates for social and institutional appropriation of this tool for planning, programming, budgeting and monitoring-evaluation of development and monitoring of international commitments made by our country in this area. gender equality and women's empowerment.

The other organizations promoting uptake and use are; The National Institute of Statistics (INS) and the United Nations Development Program (UNDP)

Good Practices

Nonetheless, despite the challenges experienced with production and use of administrative data on discrimination and inequality. Through the government, the below are some of the good practices in place to improve access and use including;

- The **Ministry of Women, Families and Children** is in the process of setting up a data collection system to measure and evaluate PNG in Sharing and Dissemination; It is an official directory of women. Here is listed all women and women's associations, cooperatives and NGOs covering the national territory.

- The **INS** supports administrations in the production of official statistics. In this way the Statistical Information System (SIS) adopted by the Ministry of Justice and Human Rights (MJDH) since 2017 makes it possible to collect and regularly publish judicial and penitentiary statistics of the Ivory Coast, necessary for the management of the judicial system. MINJUS Director of Planning and Statistics e-Directory of judicial and penitentiary statistics 2021-2022. The SDG Report is the result of close collaboration between the Civil Society Initiative for the SDGs (ISC SDGs), the National Institute of Statistics (INS) and the United Nations Development Program (UNDP) as part of the implementation of the New Deal. The data collected by the SIS include; Offences dealt with by public prosecutors' offices by type of offence (i.e., rape: detention; sex; age), indicators on detention, number of men sentenced, number of women sentenced, number of juvenile boys sentenced, number of female minors sentenced etc.
- MINJUS Director of Planning and Statistics the Statistical Information System (SIS) adopted by the Ministry of Justice and Human Rights (MJDH) since 2017 makes it possible to collect and regularly publish judicial and penitentiary statistics of the Ivory Coast, necessary for the management of the judicial system.

GABON

Discrimination and Inequality Context

Gabon's political authorities have always considered equality to be a major issue, not only for the development of human rights but also for economic progress. At the heart of the social and republican pact, Equality between women and men has been particularly enshrined by the third President of the Republic with the establishment of the Decade for Gabonese Women (2015-2025).

This mark of the Head of State's commitment to women citizens has committed Gabon's institutions to intensifying the promotion and protection of women's rights and promoting their empowerment unless gender discrimination is not the only form of discrimination of relevance in Gabon.

As pillars of communities, women still face a series of social, economic and cultural obstacles that limit their contribution to society and the economy. More specifically, on a daily basis and on a large scale, they face situations of vulnerability, reflected in the trivialization of discrimination, sexual harassment or blackmail and domestic violence. Faced with these facts, the Gabonese Republic, through the commitment of the President of the Republic and the First Lady, has chosen to make Gabon a model of gender equality and women's rights in Africa.

The establishment of the **Women's Decade** by the Head of State and the emergence of women leaders at the highest levels of society are part of this drive to protect women citizens and put in place a global framework in favour of equal rights.

Social norms that discriminate against women are reflected in their most visible form through the persistence of patriarchal customs and traditions, sexist stereotypes and the traditional division of labour within the household, assigning executive roles and responsibilities to women and control/decision-making roles to men; difficulties in accessing inheritance and land are also examples. This trend is found in all regions.

At national level, the primary instrument for promoting gender equality in Gabon is the Constitution, **Article 2** of which, in 1990, enshrined the principle of equality between all citizens, without distinction as to sex; the same is true of its revised version in 2018, which sets out the principle of parity between men and women, at both political and professional levels. Several texts have been adopted or revised in various areas of life to ensure equality between women and men. These include;

- Act No. 21/63 of 31 May 1963 on the Criminal Code amending Act No. 19/2013: criminalising rape and incest and punishing domestic violence;
- Law n°002/2015 of 25 June 2015 adopting the second part of the Civil Code relating to inheritance, with the aim of revisiting discriminatory inheritance laws;
- Law n°09/2016 of 05 September 2016 instituting a quota for access by women and young people to political elections and for women to senior State posts;
- Law n°10/2016 of 5 September 2016 on the fight against sexual harassment in the workplace;

- Decree no. 00099/PR of 05 July 2019 of Law no. 42/2018 on the Penal Code was promulgated, strengthening the criminalisation of violence against women, including sexual violence;
- Law no. 006/2021 on the elimination of violence against women aims to put in place measures in the Gabonese Republic to protect women against all forms of violence and discrimination, and to prevent, prosecute and eliminate such violence in all environments, particularly the family;
- Law No. 004/2021 of 15/09/2021 amending certain provisions of Law No. 15/72 of 29 July 1972 on the Civil Code, which aims to promote gender equality, with greater autonomy and responsibilities for women;

In support of these provisions, Gabon has adopted several sectoral declarations through its "Equal Opportunities" programme adopted in 2016 in the areas of health and reproductive rights, education, vocational training, energy, climate change and access to finance (UNFPA, 2016).

There is also presence of legal frameworks available **to promote, enforce and monitor the application of the principles of gender equality and non-discrimination on the basis of sex as well as a framework on customary law guaranteeing women the same rights as men in terms of access to ownership or control of land.** Additionally, is the **Observatory for Women's Rights**, responsible for monitoring indicators on progress in women's rights and **Gabon Inequalities Observatory** has listed a set off measures against discrimination and measures against harassment at work Ministry of Employment.

Further, the government of Gabon has ratified a number of regional and international conventions and treaties³ aimed at promoting equality and eliminating all forms of racial discrimination including;

- International Convention on the Elimination of All Forms of Racial Discrimination
- International Covenant on Civil and Political Rights
- Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty
- International Covenant on Economic, Social and Cultural Rights
- 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
- 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
- Optional Protocol to the Convention on the Rights of the Child on a communications procedure
- International Convention for the Protection of all Persons from Enforced Disappearance
- Convention on the Rights of Persons with Disabilities

Despite this legal arsenal, gender-based violence remains a serious problem in Gabon.

The wide gap between laws and their application, caused in particular by the coexistence of positive law and customary law and the inaccessibility of the courts in rural areas, perpetuates sexist attitudes and practices and maintains the subordinate position of women.

Role of the National Statistical Offices (NSOs)

The main role of the national statistics offices (NSOs) is to develop guidance on how the Government Ministries, police and justice sector institutions and entities e.g., national equality commissions, national human rights institutions, civil society organizations, academia and other relevant parties can potentially be used for reporting on SDG indicators related to discrimination and inequality.

Overview of Administrative Data Systems

In Gabon, the stakeholders involved in the production of administrative data on discrimination and inequality include;

- The Ministry of Women's Rights
- The Ministry of Social Affairs and Women's Rights.
- The Ministry of Justice, has four directorates:
 - Directorate General for the Promotion of Women and Gender
 - Directorate General for the Family (National Observatory for Children's Rights)
 - Directorate General for Equal Opportunities
 - Directorate General for the Observatory of Inequalities La Direction Générale de la Statistique (DGS)

For the Directorates under the Ministry of Justice to perform their duties, they employ the use of the following datasets; Domestic violence and harassment, Violence against women, number of complaints of violence lodged by women-Education, number of early pregnancies of young mothers returning to school-Health, number of female cancer screenings per year,

proportion of children who have received the routine vaccinations recommended by the WHO, Family law: proportion of marriages recognised under civil law-Economics: proportion of women on boards of directors, Politics: percentage of women in senior civil service.

- The Minister of Statistics

Other sectoral ministries and parastatal institutions producing administrative data are;

- Ministry of National Education/Directorate General of Normal School Education
- Ministry of Labour and the Fight against Unemployment/Directorate General of Labour

In addition, to the ministries and departments, there are also surveys on household living conditions, employment and the informal sector (EESI), the EDS address gender discrimination and inequality through:

- Enquête Nationale sur les Violences Basées sur le Genre - Sixieme Programme de Cooperation Gabon/Unfpa Componente « Equite Et Egalite De Genre » (**National Survey on Gender-Based Violence** - Sixth Gabon/Unfpa Cooperation Programme - Gender Equity and Equality Component)
- The **First Poverty Monitoring and Evaluation Survey** (EGEP I) was carried out nationwide in February 2005 by the Direction Générale de la Statistique (DGS).
- The **Second Gabonese Survey for Monitoring and Evaluating Poverty** (EGEPII) - EGEP-II is a national sample survey - It involved a sample of 7992 households, of which 7989 were successfully interviewed. It covered all 9 provinces of Gabon, in both urban and rural areas. Its aim is to measure poverty through household living conditions. The data collected in this survey will mainly be used for:
 - produce a new poverty profile;
 - identify vulnerable household groups through the poverty profile;

- o obtain a list of the food products consumed by households and their basic prices in order to produce the weighting coefficients needed to calculate a national consumer price index;
- o provide the indicators needed to implement the PSGE;
- o develop social welfare indicators;
- o identify the activities of non-agricultural businesses owned by households;
- o identify existing community infrastructure in localities;
- o develop a geographic information system (GIS) for infrastructures.
- o Security, Governance and Corruption

Furthermore, the following statistical reports are also of relevance within the context of inequality and discrimination data:

- Gabonese survey for poverty monitoring and evaluation 2017 (egep ii 2017)
- Analysis of household living conditions in Gabon in 2017 Summary report
- National survey on gender-based violence
- Analysis of household living conditions in Gabon in 2017 where chapter 9 of which deals with poverty, security, governance and corruption

The NGOs do not produce official statistics in Gabon. However, these reports from the following institutions contain statistical information essential for monitoring discrimination and inequality.

- National Observatory for Women "s Rights
- Inequalities Observatory
- Observatory for Women "s Rights and Parity (ODEFPA)
- National Support Centre for Women's Organisations in Gabon (CENAF)

Apart from the MDAs, NGO's/CSOs, surveys and reports, there are studies essential for gathering data on discrimination and inequalities including;

- Country Gender Profile: in order to have multisectoral data disaggregated by sex, making It is possible to develop national awareness and establish national systems for tracking international, regional, and national commitments in this area,
- The Report on the Situation of Gabonese Women,
- The Ten-Year Plan for the Empowerment of Gabonese Women,
- The Decade of Gabonese Women 2015-2025,
- National Gender Equality and Equity Strategy (SNEEG).
- Ministry of Health, Social Welfare and National Solidarity,
- National Consultative Commission for the Decade of Gabonese Women 2015-2025 August 2017

The above-mentioned administrative data collection activities by stakeholders are guided by certain laws. The existing laws do not however deal directly with statistics on inequality and discrimination, but with statistical issues and activities in general. For example;

Act No. 016/2022 of 06/09/2022 amending and supplementing the provisions of Act No. 15/2014 of 07 January 2015 on the establishment and organization of the National Statistical System of 06 September. 2022

The Statistical activities in Gabon are governed by the following texts:

- Decree No. 15/PR of 6 April 1971 creating a Directorate of Statistics and Economic Studies in the Gabonese Republic and establishing its powers;
- Decree no. 00718/PR of 31 May 1983 establishing and organizing the Ministry of Territorial Planning and Development.

Notably, the administrative data available does not cater for most of the different forms of discrimination and inequality. Below, are the various forms of discrimination and inequality not covered by the available administrative and survey data.

- Experiences and Perceptions of Discrimination & Harassment
 - Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - Perceived prevalence.
 - Effects on the person.

Table 9: Summary of existing stakeholders involved in administrative data issues on discrimination and inequality in Gabon

N° Ordre	Listing des entités administratives et de la société civile qui travaillent sur les questions de discriminations et des inégalités
1	Ministère de la Justice/Direction Générale de la Promotion de la Femme et du Genre
2	Ministère de la Justice/Direction Générale de la Famille (Observatoire National des Droits de l'Enfant)
3	Ministère de la Justice/Direction Générale de l'Égalité des Chances
4	Ministère de la Justice/Direction Générale de l'Observatoire des Inégalités
5	Tribunal Administratif
6	Conseil d'Etat
7	Association Nationale des Femmes Juristes du Gabon
8	Direction Générale des droits de l'Homme
9	Ministère de l'Éducation Nationale/Direction Générale de l'Enseignement Scolaire normal
10	Ministère du Travail et de la Lutte contre le Chômage/Direction Générale du Travail
11	Centre de promotion et de protection social des femmes victimes de violences
12	Observatoire National des Droits de la Femme
13	Observatoire des Inégalités
14	Observatoire des droits de la Femme et de Parité (ODEFPA)
15	ONG Malachie
16	Agir pour le Genre
17	Réseau Femme lève toi
18	le Réseau des femmes leaders africaines (AWLN en anglais)
19	ONG Association des Femmes Éducatrices du Gabon (FAWE)
20	Cris de Femmes
21	Association de Défense des Droits de la Femme et de l'Enfant ADDFE
22	Salon de la Femme
23	Centre National d'Appui aux Organisations de Femmes du Gabon (CENAF)

- Hate Crimes and Hate Speech
 - Prevalence, by type of bias motivation & type of offense.
 - Perceived prevalence, by type of bias motivation & type of offense.
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - Public reporting, by type of authority & reasons for non-reporting & satisfaction.
 - Convictions & reparations provided to victims.
 - Attitudes Towards Minority Groups
 - Level of hostility vs. 'acceptability' towards different social or ethnic/racial groups.
 - Attitudes on equal treatment of groups, multiculturalism, integration.
- Promotion of Equality
 - Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - Effectiveness of national efforts to fight discrimination/harassment/hate speech.
- Indirect Discrimination
 - Inequalities in outcomes, by grounds of discrimination.

Data Challenges and Gaps Analysis

The main reasons why there are administrative data gaps and or challenges are;

- inadequate statistical legislation
- inadequate statistical coordination
- the inadequacy of the quality and quantity of the data produced in relation to demand requirements,
- inadequate analysis and use of data,

- the absence of a human resources policy to make up for the shortage of qualified statisticians and to offer attractive working conditions and career paths.

Data Accessibility and Use

The DGS makes available to the public, all data within the meaning of Law No. 2020/010 of 20 July 2020 governing statistical activity in Gabon and the analysis of data from the 2018 Demographic and Health Survey (EDSC) VI.

Additionally, there are entities in the country who are working towards promoting the uptake and use of administrative data including;

- The Ministry of Justice
- General Directorate for the Promotion of Women and Gender
- General Directorate of the Family (National Observatory for the Rights of the Child)
- General Directorate of Equal Opportunities
- General Directorate of the Observatory of Inequalities

Good Practices

The creation by decree n°00080 of February 6, 2007 of a listening unit within the Ministry in charge of Family, whose mission is to receive, listen, advise and guide women in situations of distress. As part of the Gabon Equality strategy, the Ministry of Women's Rights is responsible for supervising the implementation of 11 measures concerning violence against women: Domestic violence and harassment.

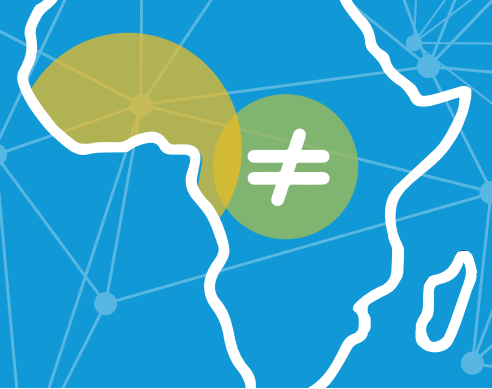
Setting up a telephone number to listen to women victims of violence:

- Free and anonymous number, reachable 24/7 by telephone line or WhatsApp, putting you in touch with social staff from associations,

trained in supporting victims, capable of redirecting them to appropriate structures (e.g. clinics legal, shelters for female victims, etc.)

- Presence on Facebook: response to messages on Messenger + creation of Facebook groups to promote mutual assistance for women victims of violence > People targeted by the telephone line:
 - Victims in distress who don't know where to turn
 - Those close to the victims who wish to help them and are looking for support
- direct impacts 30,000 people having joined Facebook victim support groups External impacts. However, there are certain risks that have been identified include:
 - o Victims of discrimination do not dare to take the step of contacting the emergency number for fear of reprisals from the perpetrators.
 - o The supply of support structures for victims is insufficient to ensure their care once redirected

SENEGAL



Discrimination and Inequality Context

To date, most gender-related research in Senegal has focused on aspects of gender-based violence in the community, neglecting discrimination and the inequalities and violence that exist in other sub-groups of the Senegalese population (in the health sector, professional work and education in particular). The national education in order to respond effectively and appropriately to the need to make the right to education effective, the Ministry of National Education, as part of the implementation of the Ten-Year Education and Training Plan (PDEF) since 2000 and the PAQUET from 2012 onwards, has supported equity in access to education through the definition of a coherent and proactive policy in favor of education for all, and particularly for girls. To this end, intensified advocacy with players in the education community and the conduct of action research on the theme of gender equality in education have enabled significant results to be achieved in terms of access and retention of girls and boys in the education system, as envisaged in the objectives of the SNEEG 2005-2015. In 2015, the year in which the higher education statistics yearbook was published, the latest enrolment recorded for the 2012/2013 academic year was 127,320, including 47,148 girls or 37%, compared with 80,172 or 63%.

Through its general policy, the State of Senegal has reaffirmed its commitment to making health a priority sector where all households benefit from universal access to quality services, without any form of exclusion. However, the system in place remains unequal, due to the low access of

populations to quality health services, and the low use of reproductive health services by women and young people. A review of the main health indicators provides information on the health and reproductive health situation of women, men and adolescents.

Gender disparities in employment and unemployment a look at the structure of employment at national level reveals a clear predominance of young men over young women, with 55.2% and 34.6% respectively. The same is true of the unemployment rate, which is twice as high for young women as for young men, both nationally and by age group.

It is in this context that the development of three reference frameworks for the advancement of women, respectively in 1982 (1st Women's Action Plan), 1996 (2nd Women's Action Plan) and 2005 (SNEEG 2005-2015), confirms the commitment of the authorities to improving the living conditions of the population in ways and policies that promote women and the equality of women and men.

Senegal has enacted a number of laws supporting women's rights, including the ratification of the Convention on the Elimination of All Forms of Discrimination Against Women, the inclusion of gender equality in **Article 7** of the country's constitution, and adoption of a national strategy for gender equality and equity (UN Women, 2018; UN Human Rights, 2015). Following the adoption in 2010 of a parity law designed to ensure that half of all political posts are held by women, the 2012 elections saw a record 64 women elected to Parliament. But while some point to the benefits for women of having representatives and role

models who advocate for their empowerment, others believe that women thus enjoy an easy path into politics on the basis of gender rather than merit, thereby holding back development and democracy¹⁷⁷.

The **National Strategy for Gender Equality and Equity** (Stratégie Nationale pour l'Egalité et l'Equité de Genre - SNEEG) is a response to the dual need for: (i) a global reference framework that clarifies the country's vision in terms of gender, and (ii) an operational instrument that makes gender issues visible at all levels, proposes appropriate measures to remove constraints to equality between men and women, and achieves the desired changes in terms of gender. More specifically, the SNEEG, through its analytical and prospective approaches, helps to ensure that its intervention priorities are in line with the country's development options and, more specifically, that the ways and means of achieving gender equity and equality are coherent.

There is also the **Presence of a legal framework to promote, enforce and monitor the application of the principles of gender equality and non-discrimination on the basis of sex. Presence of a legal framework (including customary law) guaranteeing women the same rights as men in terms of access to ownership or control of land.** Furthermore, Senegal's government has ratified the below treaties and conventions³;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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

¹⁷⁷ Hirsch, A. (2012) Has Senegal's Gender Parity Law for MPs Helped Women? The Guardian. <http://www.theguardian.com/global-%20development/2012/nov/15/senegal-%20gender-parity-law-mps-women>

- 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 for the Protection of all Persons from Enforced Disappearance
- Convention on the Rights of Persons with Disabilities

The above consist of treaties, agreements, protocols, and recommendations, the goals of which are increasingly centered on gender equality and women's rights.

The Ministry of Women, the Family and Childhood liaises between the Government and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in cooperation with all national and international political organizations that support women, as well as with the Ministry of External Relations.

There are also commissions in the country guarding human rights, gender equality and discrimination. Under the chairmanship of the Prime Minister, there is a Ministerial Gender and Development Committee. This Committee, which will be the body for guidance and decision-making on gender issues, provides an opportunity to ensure the implementation of the 2013 Primatorial Directive, which explicitly establishes the need to implement actions for gender mainstreaming in sectoral policies.

Furthermore, Senegal also has;

- the passing of the law establishing absolute parity in all fully or partially elective bodies;

- the primacy's circular letter n°00959 of March 26, 2013 asking sector ministries to take gender into account in their daily interventions.

Role of the National Statistics Offices (NSOs)

The National Agency for Statistics and Demography (ANSD) is the official statistical service of Senegal created in 2005. Its activities are planned in accordance with the overall framework of Senegal's statistical system. **ANSD** is a public administrative institution with legal personality and financial autonomy, under the supervision of the Ministry of the Economy, Planning and Regional Development. Its powers and organization were the subject of Decree No. 2005-436 of 23 May 2005 issued by the President.

Generally, the ANSD is responsible for ensuring the technical coordination of the activities of the national statistical system and for carrying out its own activities for the production and dissemination of statistical data for the needs of the government, public administrations, the private sector, development partners and the public.

These data are mainly collected and analyzed by the National Agency for Statistics and Demography (ANSD), which regularly organizes surveys and censuses, the latest being in 2013.

Overview of the administrative data systems

In Senegal, the stakeholders involved in the production of administrative data on discrimination and inequality are;

- The Ministry of Women, the Family and Childhood, through the Directorate of Gender Equity and Equality (DEEG) remains the main body in charge of gender equality and women's empowerment in Senegal. It was created in 2004 by Decree no. 2004/320 of December 08, 2004, from the ashes of the former Ministry of Women's Affairs (1997). In addition, the

Ministry of Women, the Family and Childhood liaises between the Government and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), in liaison with the Ministry of External Relations, as well as with all national and international political organizations for the promotion of women.

- The National Agency for Statistics and Demography (ANSD)
- Ministry of Justice (Department of Penitentiary Administration, Department of Supervised Education and Social Protection, etc.)
- Ministry of the Interior (National Police Headquarters)
- SESN (National Economic and Social Situations)
- Ministry of Justice (DAP, DESPS)
- Ministry of the Interior (DGPN)
- Ministry of education (DPRE) etc.

Additionally, there are official national household surveys conducted with modules on discrimination and inequality including;

- EDS-MICS 2010-2011
- EDS-C, 2014
- 2013 Census
- Survey of rice-growing households (DAPS 2010)
- EHCVM 2018/2019
- Situation Economique et Sociale du Sénégal Ed. 2019 - The Situation Economique et Sociale Nationale (SESN) is an annual publication that summarizes statistical information produced by the ANSD and other structures of the National Statistical System (SSN), as part of their daily work. The SESN attempts to cover virtually all sectors of economic and social activity, highlighting quantitative information and providing the main economic indicators.

- Senegalese survey on household time use
- Determinants of violence against women Dakar, March 2022
- Determinants of differential access to education for girls and boys October 2022
- Combined base of EDS-Continues 2018 & 2019
- ENETS, ENES, ERI-ESI
- Analyse des Discriminations et Inégalités de Genre (GDIA) took place from April to May 2021 in the regions of Saint Louis, Matam, Tambacounda, Kédougou, Kolda, Sédhiou, Diourbel in Senegal.
- Analysis of gender-related inequalities and discrimination in Senegal's health sector: towards effective human resources management December 2021 and inequality?

Notably, Senegal like many African countries have a dynamic civil society. There are many players in this field. However, their actions are scattered and inconsistent, and sometimes run counter to government guidelines. We therefore need to set up a consultation framework for civil society players working in this field, and guide their actions in the implementation of the SNEEG, which is the reference framework for interventions in this area. The country also lacks a framework in which to bring together all the players working in this field. Hence the need to institutionalize an annual national forum on statistics on discrimination and inequality as a prelude to international meetings.

The others major sources of statistics on discrimination and inequality are:

- Administrative Data for Education Statistics - where data are collected by the education authorities through annual school surveys or censuses for compiling a range of indicators used in planning, monitoring, and evaluating school education programs

- Administrative Data for Health Statistics data collected largely through routine reporting by health ministries
- Civil Registration Systems and Vital Statistics

While the births of girls and boys are registered almost equally, evidence suggests that the deaths of women and girls are less likely to be registered, making them invisible in the eyes of policymakers and of the law. The causes of death are not recorded in most countries. Additionally, marriage (and divorce) registration lags behind the number of traditional/customary unions, making it difficult for women to access inheritance and social protection mechanisms in case of death of the spouse, and for the children to access inheritance.

To date, most gender-related research in Senegal has focused on aspects of gender-based violence in the community, neglecting discrimination and the inequalities and violence that exist in other sub-groups of the Senegalese population (in the health sector, professional work and education in particular).

National education in order to respond effectively and appropriately to the need to make the right to education effective, the Ministry of National Education, as part of the implementation of the Ten-Year Education and Training Plan (PDEF) since 2000 and the PAQUET from 2012 onwards, has supported equity in access to education through the definition of a coherent and proactive policy in favour of education for all, and particularly for girls. To this end, intensified advocacy with players in the education community and the conduct of action research on the theme of gender equality in education have enabled significant results to be achieved in terms of access and retention of girls and boys in the education system, as envisaged in the objectives of the SNEEG 2005-2015.

In 2015, the year in which the higher education statistics yearbook was published, the latest enrolment recorded for the 2012/2013 academic year was 127,320, including 47,148 girls or 37%, compared with 80,172 or 63%.

Through its general policy, the State of Senegal has reaffirmed its commitment to making health a priority sector where all households benefit from universal access to quality services, without any form of exclusion. However, the system in place remains unequal, due to the low access of populations to quality health services, and the low use of reproductive health services by women

and young people. A review of the main health indicators provides information on the health and reproductive health situation of women, men and adolescents.

Gender disparities in employment and unemployment a look at the structure of employment at national level reveals a clear predominance of young men over young women, with 55.2% and 34.6% respectively. The same is true of the unemployment rate, which is twice as high for young women as for young men, both nationally and by age group.

Table 10: Discrimination and Inequality Themes, Data Sources and Indicators

Areas for statistical measurement	Data sources	
	Administrative data	Household or population surveys
A-Experiences and Perceptions of Discrimination and Harassment		
A.1. Prevalence of discrimination or harassment, by grounds of discrimination prohibited under international human rights law (incl. by multiple grounds)	Ministère de la justice (Direction de l'administration pénitentiaire, Direction de l'éducation surveillée et de la protection sociale, etc) Ministère de l'intérieur (Direction générale de la police nationale) SESN (situations économiques et sociales nationales)	ENETS, EHCVM, ENES, EDS, ERI-ESI
A.2. Different domains ("areas of life") where discrimination or harassment typically occurs (e.g. health, education, justice and personal security, living standards, work, participation, etc.)	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	ENETS, EHCVM, ENES, EDS, ERI-ESI
A.3. Relationship to the person who committed the discrimination act	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	EDS
A.4. Effects of discrimination or harassment on the person (e.g. effects on victims' sense of insecurity, mental health, on going to work/school, etc.)		NO
A.5. Perceived prevalence of discrimination and harassment against relevant groups at risk		EDS

B - Hate Crimes and Hate Speech		
B.1. Prevalence of hate crimes (e.g. homicide, assaults, property damage, etc.) and hate speech (esp. on online platforms), by type of bias motivation and type of offense	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	IN PROGRESS In the case of violence
B.2 Perceived prevalence of hate crimes against relevant groups at risk, by type of bias motivation and type of offense	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	NO
C-Reporting and Sentencing of Discrimination, Harassment and Hate Crimes		
C.1. Reporting of discrimination, harassment and hate crimes by victims and witnesses to relevant authorities, by type of authority	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	IN PROGRESS In the case of violence
C.2. Reasons for non-reporting discrimination, harassment and hate crimes	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	IN PROGRESS
C.3. Satisfaction with the way the report/complaint was handled		IN PROGRESS
C.4. Convictions of discrimination, harassment and hate crime cases and reparations provided to victims	Ministère de la justice (DAP, DESPS,) Ministère de l'intérieur (DGPN) SESN	NO
D-Attitudes Towards Minority Groups		
D.1. Degree of 'closeness to' or 'acceptability' towards different social or ethnic/racial groups, including groups at risk of discrimination (Bogardus social distance scale)		NO
D.2. Attitudes on equal treatment of groups, multiculturalism, integration		NO
E-Promotion of Equality and Non-Discrimination		
E.1. Public awareness of national efforts aimed at fighting discrimination and promoting equality		NO
E.2. Effectiveness of national efforts aimed at fighting discrimination and promoting equality		NO
F-Indirect Discrimination		
F.1. Prevalence of indirect discrimination against certain population groups, by grounds of discrimination (e.g. statistics on school attendance, educational attainment, labour market participation, income, wealth, housing, social security and social benefits, access to other public services, etc.)		ANSD : EHCVM, EDS, ENES, ENETS, ERI-ESI,

Notably, there are laws governing the data production processes in Senegal which the administrative data producers need to abide by. These laws do not deal directly with statistics on inequality and discrimination, but with statistical issues in general. For example;

- Law n° 2004-21 of July 21, 2004 on the organization of statistical activities;
- Law n°2012-03 of January 03, 2012 amending and supplementing Law n° 2004-21 of July 21, 2004 on the organization of statistical activities;
- Décret n° 2005-436 du 23 mai 2005 relatif à l'Agence Nationale de la Statistique et de la Démographie du Sénégal;
- Decree no. 2005-435 of May 23, 2005 establishing the organizational and operational rules of the National Statistics Council and the Technical Committee for Statistical Programs.

Data Challenges and Gaps Analysis

Below are some of the data challenges and gaps characterized by the production of administrative data on discrimination and inequality in Senegal. They are;

- Insufficient human resources
- Insufficient financial resources for statistical workloads and operations – For instance, there is no dedicated budget for gender statistics and GRN budget cuts during recent years have hindered the filling of vacant posts and the regular execution of sample surveys, including, more recently, the Population and Housing Census.
- No awareness campaigns on the importance of production of administrative data
- Lack of crime statistics, all the information to use
- Inadequate statistical legislation
- Insufficient statistical coordination

- Insufficient quality and quantity of data produced to meet needs
- The absence of a human resources policy to compensate for the shortage of statisticians

Data Quality Gaps

Even though most administrations disaggregate their administrative data by sex, only some justice courts in the criminal justice sector collect gender-specific data. Gender focal points are in most cases not working with data (except human resource data) and those manning administrative data systems are not always statisticians. However, they have the specialized knowledge necessary to use their systems but need more capacity building on gender statistics. Hence, the available administrative data on discrimination and inequality is incomplete and of low quality.

The role of the ANSD (NSOs) in addressing data quality gaps are;

- The reinforcement of a gender statistics unit at ANSD, which did not previously exist;
- The Time Use Survey in Senegal;
- The valorization of existing databases with the production of several thematic reports on gender equality and women's empowerment;
- The creation of a sexo-specific meta-database;
- ANSD assists administrations likely to produce official statistics

Data Accessibility and Use

To improve accessibility and use, The ANSD makes available to the public all data including administrative data within the meaning of Law No. 2020/010 of July 20, 2020 governing statistical activity in Senegal.

Again, The Direction de la Planification et de la Réforme de l'Éducation (DPRE) of the Ministère de l'Éducation Nationale (MEN) provides clients (policymakers, planners and researchers) with a

wide range of data on the state of education in Senegal, highlighting regional disparities, gender inequalities and socio-economic inequalities. The 2018 edition of the National Report on the State of Education (RNSE) was an opportunity for the Ministry of Education to continue integrating special modules into the education information and management system (SIGE), namely children with disabilities, child victims of violence, the hand-washing system and cases of vulnerability, among others.

The 2018 edition of the National Report on the State of Education (RNSE) was an opportunity for the Ministry of Education to continue integrating special modules into the education information and management system (SIGE), namely children with disabilities, child victims of violence, the hand-washing system and cases of vulnerability, among others.

Furthermore, there are other entities also promoting the uptake and use of administrative data on discrimination and inequality in decision making, planning and monitoring. These entities include;

- **The Ministry of Women, the Family and Childhood** in particular, through the Department of Gender Equity and Equality (DEEG), acts as the main national mechanism responsible for promoting gender equity and equality.

Within the Ministry, DEEG contributes to capacity building in sectoral ministries through gender units, specialized national agencies involved in implementing sectoral projects and programs, regional development agencies, Parliament and civil society organizations. To ensure effective implementation, it coordinates activities and promotes dialogue between the various stakeholders. Sectoral ministries, in charge of sectoral policies in their respective areas, will ensure that gender is mainstreamed in the programs and projects included in the PES PAP. Naturally, the system to be set up

will work closely and consistently with the Observatoire de la Parité (ONP), which, as a watchdog and early-warning body, collects the data needed to report on the state of equality in all sectors, as provided for in its founding decree.

- **The National Assembly**, a key player in the achievement of equality between women and men, through its structures, bodies and institutional resources will ensure gender mainstreaming in parliamentary work, i.e. legislation, oversight and representation. To this end, it is integrating into its capacity-building programs capacity-building activities for MPs, the administration and parliamentary assistants, designed to equip them with the technical means for gender mainstreaming in its mandates for examining the various finance bills and, more specifically, for evaluating public policies, recently introduced by the institutional review.
- **Civil society organizations (CSOs)**, which play an important role in promoting human rights and improving women's living conditions, physical and moral integrity and participation in decision-making, will contribute to the implementation of the SNEEG. Given their multi-faceted and decisive contributions to the execution of programs and projects implemented by sectoral ministries, CSOs contribute, on the basis of specific actions, to achieving the results of the SNEEG.
- **Technical and financial partners** - To this end, the Gender Thematic Group of technical and financial partners and their various umbrella organizations.
- **Communication professionals**- The media, traditional communicators, community relays and artists are also called upon to play their part as privileged partners.

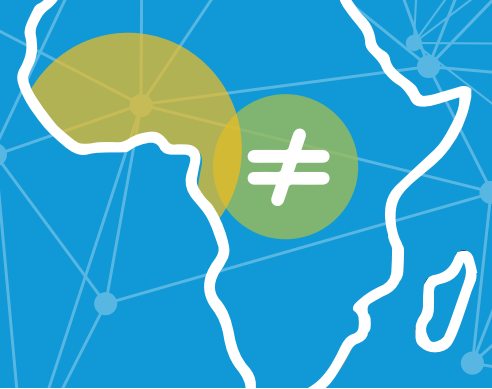
Good Practices

To promote the availability of gender-specific data necessary for a proper assessment of performance in terms of gender integration in all areas, the DEEG has set up a gender-sensitive information system in each of the priority areas of intervention. of the strategy, but also, in all the sectoral areas supported by the different parties in the implementation of the strategy and the PSE in a global manner. This system is powered by a substantial production of data differentiated by sex from the different sectors of activity, the Operational Monitoring Office (BOS), the Unit for Monitoring and Coordination of Economic Policies of the Ministry of the Economy, Finance and Planning and the Organization and Methods Office (BOM) in its role of contribution to the evaluation

of public policies and through the results of thematic studies and one-off surveys carried out on the ANSD and other institutions.

So, all of them are measures taken by the state of Senegal concerning the situation of women and which lead to the integration of gender in NSDS 3, the vision of which by 2035 is to have: “A stable national statistical system, coherent, open and meeting the needs of users. To this end, the National Statistics Development Strategy (SNDS) recommends the disaggregation and dissemination of indicators and statistical information according to gender. Its execution within the ANSD was carried out with the support of ONUFEMMES through the WOMENCOUNT program.

GHANA



Discrimination and Inequality Context

discrimination refers to a wide range of wrongdoings in essential areas of public life such as basic education, housing, health care, and work. Despite the fact that discrimination in these fields takes many different forms, they are all characterized by the denial of opportunities or benefits to individuals on the basis of their membership in a group that is subject to significant prejudice. In terms of work and occupation, discrimination on the basis of race, religion, national origin, colour, sex, ethnicity, age, sexual orientation or gender identity, status as a refugee or stateless person, HIV/AIDS status, or any other factor is not illegal.

Ghana has ratified important international frameworks and instruments in favour of GE and WE. Ghana is based on international human rights and humanitarian law treaties that it has ratified, as well as legislative, judicial, and policy frameworks. Ghana is replete with patriarchal values that undervalue women's contributions to national development, and their roles in the development process. Human rights abuses, including gender-based violence among others, are the order of the day. The 1992 Constitution of Ghana also affirms access to land as the legal right of all citizens where the state shall guarantee the ownership of property and the right of inheritance (**Article 36(7)**)

Discrimination therefore continues to exist in the purchase and transfer of land and property. 2020 saw the passage of the **Land Act (Act 1036)**. All of the earlier land-related laws are combined

into one with this Act. Ensuring an efficient and successful land tenure system; managing land sustainably throughout the nation; and improving accountability and transparency in the various land governance organizations are the three main objectives of the law. Women's land rights will significantly increase if it is followed to the letter. A **National Gender Policy** was developed in 2015 as evidence of additional commitments to gender equality. This policy seeks to encourage government wide commitment to women's empowerment and to incorporate gender equality and women's empowerment concerns into the national development process¹⁷⁸. The government is obligated by the policy to enhance the legal, social, political, cultural, and economic circumstances of Ghanaians, with a special focus on women, girls, and children. It also covers gender roles and relationships, women's economic justice, women's leadership and participation, women's empowerment and livelihoods, women's rights and access to justice, and women's economic justice. Other governmental frameworks, including as the Growth and Poverty Reduction Strategy II (2005), the Ghana Poverty Reduction Strategy 1 (2002), the GSGDA I (2009-2013), and the GSGDA II (2014-2017), are also helping to gender equality and women's empowerment. Basic socio-economic rights such as access to water, land, Civil registration, identity, health care and basic education also make the administrative data in these contexts important.

¹⁷⁸ National Gender Policy; <https://www.mogcsp.gov.gh/mdocs-posts/national-gender-policy/>

There is also the **presence of a legal framework to promote, enforce and monitor the application of the principles of gender equality and non-discrimination on the basis of sex and Presence of a legal framework (including customary law) guaranteeing women the same rights as men in terms of access to ownership or control of land.**

The United Nations has developed several significant conventions to reinforce the significance of equality and non-discrimination. Key International instruments and frameworks³ ratified by Ghana in support of GE and WE include;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
- Convention on the Rights of Persons with Disabilities

At the continental and national level, Ghana subscribes to;

The African Union (AU) Agenda 2063, "The Africa We Want," acknowledges the significance of African women's contributions to the continent's development on both a continental and national level. Encouraging women in Africa to reach their

full potential for the continent's development is the sixth of Agenda 2063's seven goals (Africa Union Commission, 2015:2). Likewise, the Republic of Ghana's 1992 Constitution guarantees gender equality as a fundamental human right at the national level. As stated explicitly in **Article 17(2) of the Constitution**, "a person shall not be discriminated against on the basis of gender, race, color, ethnic origin, religion, creed, or social or economic status." Article 17 (2) of the 1992 Constitution prohibits discrimination on the ground of gender among other characteristics. **Article 12 (2) (human rights regardless of gender among others)**, **Article 22 (property rights of spouses)** and **Article 27 (women's rights)** deal directly with gender issues. Since 1985, the government has passed a number of laws that seek to restructure the traditional systems of inheritance such as the Intestate Succession Law in 1985 in order to ensure a fair distribution of a deceased person's property so as to cater more adequately to the otherwise excluded spouse and children. The 1992 Constitution as well as the **Labour Act of 2003** ensures protection of the rights of working women. Some of the recent achievements to protect women's and children's rights include the criminalization of harmful traditional practices under the **Criminal Code Amendment Act in 1994**, the **criminalization of underage and forced marriage under the Children's Act in 1998**, and the passage of the **Human Trafficking Act in 2006** and the **Domestic Violence Act in 2007**. The **Domestic Violence and Victim Support Unit** was established in the Ghana Police Service in 1998. In 2007, the Domestic Violence Act was approved by Parliament. **Article 17 of the 1992 Ghanaian Constitution** forbids discrimination against individuals based on their gender. Female circumcision is forbidden by the **Criminal Code Amendment Act, 1998 (Act 554)**, which also improves the efficiency of enforcement. All types of abuse are illegal under the **Domestic abuse Act, 2007 (Act 732)** which also creates the Domestic Violence and Victims Support Unit (DOVVSU) to

promptly address incidents of violence against women. The **Human Trafficking Act of 2006 (Act 694)**, deals with the issue of trafficking in humans. The Human Trafficking Management Board (HTMB), which the Act also establishes, offers the Ministry expert guidance on how to handle situations involving trafficking in persons. repeal of the **Criminal Offenses Act, 1960 (Act 29)'s** Section 42(g), which allowed for non-consensual sex during marriage.

Similarly, a consistent intestate law that is applicable across the nation, particularly in cases when a spouse passes away intestate, is provided by the **Intestate Succession Law of 1985**, which was revised in 1991. The Intestate Succession Law of 1985, amended in 1991, provides a uniform intestate law applicable throughout the country especially when a spouse dies intestate. The right to equal remuneration for equal work is reaffirmed in **section 68 of the Labour Act, 2003 (Act 651)**, "without distinction of any kind." As a signatory to international agreements such as the Beijing Declaration, the African Charter on Human Rights, and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Ghana is committed to ensuring women's equal access to land and property. Furthermore, according to **Article 36(7)** of the 1992 Ghanaian Constitution, the government will guarantee that every person possesses property and is entitled to inheritance.

Role of the National Statistics Offices (NSOs)

The Ghana Statistical Service (GSS), is the main agency in Ghana charged with producing and disseminating official statistics. Official statistics are now produced in each of the 170 districts around the nation as a result of the decentralization of governmental administration.

In order to improve the production of high-quality, timely, accurate, and relevant statistical data for the goal of national development, the New Law designates the Ghana Statistical Services (GSS) as

the primary statistics producing and coordinating institution for the National Statistical System. The New Law clearly mandates that the Service to;

- Lead and guide the efficient, standardized, and comprehensive data collection, processing, analysis, documentation, and storage for the National Statistical System;
- Gather, compile, analyze, abstract, publish, and distribute data about the social, commercial, industrial, financial, demographic, and other activities and conditions of the nation's citizens through the conduct of national surveys and censuses, such as the population, housing, economic, and agricultural censuses; Ascertain how the Service works with Ministries, Departments, Agencies, District Assemblies, and Statutory bodies to gather, compile, and publish statistical data, including statistics generated from those institutions' operations; In order to ensure the quality of statistics in terms of relevance, accuracy, and reliability, coherence and comparability, sustainability, continuity, timeliness, topicality, and integrity, (d) develop, raise awareness of, and operationalize the code of ethics and practice for the production and use of data;
- Oversee a centrally organized database that contains;
 - o data sets from micro and macro-level commercial, industrial, financial, social, demographic, and economic surveys and censuses;
 - o statistical indicators; and
 - o Metadata on the statistical processes within the National Statistical System
- Examine, evaluate, categorize, and designate as official statistics any data generated by the Service, Ministries, Departments and Agencies, District Assemblies, and other national

institutions; inform the government and public on a regular basis about the status of official statistics;

- Promote and build statistical capacity and professional competencies using a variety of interventions, including the establishment and operation of a National Statistical Training Center.
- Prescribe and direct the pursuit of scientific independence, impartiality, responsibility, and transparency in statistical production;
- Promote bilateral and multilateral statistics co-operation and partnership to upgrade the nation's statistics production systems.

Overview of Administrative Data Systems

The following MDAs produce administrative data on discrimination and inequality that are suitable for statistical analysis and reporting including;

- Ministry of Gender, Children and Social Protection Ministry (MOGCSP)
- Ghana Statistical Service (GSS)
- Ministry of Justice and Attorney General
- Ministry of Education
- Ministry of Employment and Labour Relations
- The Commission on Human Rights and Administrative Justice (CHRAJ)
- Ghana Civil Society Organization (CSOs) such as ABANTU
- Ghana-West Africa Program to Combat AIDS & STI (WAPCAS)
- Christian Health Association of Ghana (CHAG)
- Network Of African People Living With HIV/ AIDS (NAP+)
- Centre for popular Education and Human Rights, Ghana (CEPEHRG)

Additionally, there are also household surveys conducted with modules on discrimination and inequality including;

- The **Annual Household Income and Expenditure Survey** (AHIES) - collects data on a variety of demographic, economic, and welfare variables, such as labour, food insecurity, multidimensional poverty and health status in relation to planning, research, and policy-making.
- **Ghana Demographic and Health Survey** (DHS - 2008, 2011, 2014, and 2022) with some question on domestic violence, female genital mutilation, women's empowerment and health outcomes;
- **Multiple Indicator Cluster Survey** (MICS6, 2017-2018, 2021).
- **The User Satisfaction Survey**

The others sources of data on discrimination and inequality are the **reports**. The labour force surveys produced by the National Bureau of Statistics (NBS) also provides information on discrimination and inequality through the **quarterly reports**. For instance,

- The **Third Quarter Labour Force Report** which presents statistics from the first three quarters of 2022 statistics on labour force participation, employment status, vulnerable employment, unemployment rate, labour market inequalities (participation and earnings), and youth no.

Of note, the production of administrative data on discrimination and inequality by the various stakeholders in Ghana is done on a monthly basis through digital and paper-based forms. This is a requirement from the government and the processes guided by laws (i.e., **Statistical Service Act, 2019 (Act 1003)**), even though the administrative data collected can only partially measure the intended indicators. The laws (i.e., data protection and acts) do not deal directly with statistics on inequality and discrimination, but with statistical issues in general. In addition to the laws, there are quality control mechanisms in

place, however, at the moment, administrative data sharing\exchange protocols or MoUs are yet to be drafted. Some of the limitations associated with administrative data production on discrimination and inequality are;

- Little to no political commitment
- Weak collaboration and coordination in the wider NSS;
- Capacity
- Resources Inadequate Central Government funding to NSS;
- Delays in data release
- Heavy reliance on household-based surveys; expensive to measure on regular basis
- Measuring quality
- Administrative data sets cannot be used in most cases
- Coverage
- Negative opinions on the accuracy and completeness of the data;
- Different reporting formats required by international organizations hampering productivity
- Requests for ad hoc surveys by stakeholders which are not part of NSDS;
- Inadequate dissemination of data;
- Limited ICT infrastructure;
- Over-reliance on surveys/ censuses rather than administrative data.
- Under reporting of complaints,
- No sign language interpreter to assist in receiving complaints from persons with speech disability,
- Prank calls on the online reporting system,
- Absence of more detailed reporting on discrimination cases

The administrative and survey data available covers mainly the ***promotion of equality*** theme. Below is a sample of the discrimination and inequality themes not covered with the available datasets.

- Experiences and Perceptions of Discrimination & Harassment
 - Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - Perceived prevalence.
 - Effects on the person.
- Hate Crimes and Hate Speech
 - Prevalence, by type of bias motivation & type of offense.
 - Perceived prevalence, by type of bias motivation & type of offense.
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - Public reporting, by type of authority & reasons for non-reporting & satisfaction.
 - Convictions & reparations provided to victims.
- Attitudes Towards Minority Groups
 - Level of hostility vs. ‘acceptability’ towards different social or ethnic/racial groups.
 - Attitudes on equal treatment of groups, multiculturalism, integration.
- Promotion of Equality
 - Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - Effectiveness of national efforts to fight discrimination/harassment/hate speech.
- Indirect Discrimination
 - Inequalities in outcomes, by grounds of discrimination.

Table 11: Summary of administrative data sources, data collected, use and related challenge

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 10
Type of organizations collecting admins data	National, local administrative body, justice sector institutions, national statistical office, national human rights commission, equality bodies
Type of datasets and elements of discrimination and inequality in the admin data	Education, Health, Justice, Labour, economic status, land and housing, human rights, and demographics.
Admin data quality	There exist clear guidelines on data quality and stakeholders conform to it.
Digitization, intractability, and visualization of admin data	Paper based and digitals
Accessibility and dissemination of data	Data in formats not usable
What's the general cross-cutting overall challenge for the country	Under reporting of complaints, no sign language interpreter to assist in receiving complaints from persons with speech disability, prank calls on the online reporting system, absence more detailed reporting on discrimination cases
Thematic areas covered	Promotion of Equality

Data Challenges and Gaps Analysis

Some of the administrative data challenges and gaps experienced in Ghana are;

- Delays in data release
- DPs' selective strategy for bolstering NSS
- Heavy reliance on household-based surveys; expensive to measure on regular basis
- Measuring data quality is a challenge - Negative opinions on the accuracy and completeness of the data
- Inadequate and sporadic government support for statistical activities
- Administrative data sets cannot be used in most cases because of their poor formats
- International organizations' requirement for several reporting formats is impeding efficiency. Requests for impromptu surveys from non-NSSDS stakeholders;
- Low appreciation of the importance of statistics in the process of policy and decision-making
- Negative perceptions of completeness and reliability of data
- Different reporting formats required by international organizations hampering productivity
- Weak coordination and collaboration amongst the involved stakeholders
- Insufficient and subpar compensation package for statisticians
- Absence of a general class for statisticians in the Civil Service
- Disparate and contradictory statistical reports from many sources, both inside and outside the NSS.

The weak collaboration and coordination in the wider NSS and inadequate statistical infrastructure in many of the sector ministries, and currently the districts, is a major constraint in the production of reliable and timely statistical data for the country. Many of the districts have, thus far, been unable to establish statistical units within the districts that could effectively generate and use the required statistical data. Given that the need for statistical data as well as their production cuts across, geographical areas of the country, sectors and administrative districts, it is essential that the many aspects of the production of statistical data be well coordinated, standardized and harmonized.

Below are some suggestions for addressing the identified gaps;

- Capacity-building for stakeholders working in different administrations, particularly on gender and inequalities
- Providing enough human resource to conduct administrative data activities
- Financial resources for workloads and statistical operations
- Raising awareness on the importance of administrative data on discrimination and inequality.

Data Accessibility and Use

On accessibility and use, data are not available in a format that allows for equal, timely, open, and other access? However, the following organizations in the country are promoting uptake and use including;

- Ministry of Gender, Children and Social Protection (MOGCSP)
- Ghana Statistical Service (GSS)
- Ministry of Justice and Attorney General
- Ghana Civil Society Organization (CSO)
- Commission on Human Rights and Administrative Justice (CHRAJ).

- Ghana-West Africa Program to Combat AIDS & STI (WAPCAS)
- Christian Health Association of Ghana (CHAG)
- Network of African People Living with Hiv/Aids (Nap+)
- Centre for popular Education and Human Rights, Ghana (CEPEHRG)

Good Practices

The good practices that the government of Ghana has put in place to help with the access and use of administrative data on discrimination and inequality are;

- The establishment of the **Domestic Violence and Victim Support Unit** in the Ghana Police Service in 1998.
- Approval of the **Domestic Violence Act** by Parliament in 2007.

Conclusions and Recommendations

In conclusion, production of discrimination and inequalities statistics in many countries in the West and Central Africa region is based mainly on the data from the population censuses and survey samples. However, efforts have been made to improve the availability and use of gender statistics in the NSS, for instance, the Mali Statistics Office has a useful website, and survey data and reports are easily accessible to consumers. Further, in Nigeria, even though, there is reliance on population census and surveys, there are some official administrative databases such as data from victims, complaints or reports, discrimination tests, diversity monitoring or qualitative research produced.

Nonetheless, use of administrative data in the Western and Central region of Africa in decision making and monitoring discrimination and inequality is characterized with the below challenges;

- Poor coordination and collaboration amongst and between the involved MDAs
- Inadequate technical skills - the administrative data might exist yet not analyzed and used for statistical purpose
- Poor access and use - Different reporting formats, Coverage is incomplete, not all disaggregation is included e.g. disability and even when included is not used for data analysis, Insufficient quality and quantity of data produced to meet planning and reporting needs, if data is produced there are quite often delays in data release,
- Little political commitment to monitor human rights related international and national commitments
- Need for more financial resources such as for example IT infrastructure is needed etc.

To help address the challenges and gaps identified, below are some of the recommendations for the different countries in the region.

Cameroon

There is a need to demonstrate real political will on the part of decision-makers and leaders to eliminate all forms of discrimination, and promote gender equality in and through education, with the support of Technical and Financial Partners (PTFs). Furthermore, legal texts (Civil Code, Penal Code, Labor Code, Public Health Code, Land Code, Tax Code, and Nationality Code) need to be revised to correct discriminatory provisions against women's rights.

There is a need to strengthen the capacities of statistical units located in administrations on the need on the need to disaggregate data along all grounds of discrimination and to regularly produce the relevant data for statistical purposes. Furthermore, a system has to be developed to support administrations in producing statistics on discrimination and awareness has to be raised

among all stakeholders on the collection and use of qualitative and quantitative data on discrimination and inequalities.

The following additional research and analyses are suggested:

- Make a comprehensive assessment of discrimination and inequalities with regard to the vision, policies, strategies, and budget for program implementation;
- Examine of the integration of tools to fight against discrimination and inequalities into the school curriculum and teaching-learning materials;
- In-depth qualitative analysis of norms and practices, discrimination and inequalities which reproduce in the school environment; and employment and other spheres of life;
- Include indicators on discrimination and inequalities in future household questionnaire surveys to measure discrimination and inequalities;
- Disaggregate available data on discrimination and inequalities by area of residence (urban/ rural), by region, disability status and socioeconomic status.

Mali

In Mali it is recommended that survey questions and administrative data systems be revised to make them more gender responsive, including all disaggregating elements such as gender, disability, ethnicity, geographic location etc. to respond to gender and other statistical indicators related to discrimination. There is also a need to improve gender statistics coordination in Mali by leveraging the gender policy coordination framework and to build on the gender policy coordination mechanism to improve coordination of gender statistics in Mali.

It is also recommended that user-producer dialogues be held to improve advocacy linked to data on gender and other grounds of

discrimination to increase the demand for statistics from all data sources and strengthen its usage in policy development, planning, resource allocation, and monitoring and evaluation.

It is also recommended that methodologies be developed for collecting and collating information on discrimination and inequalities. There is also a need to conduct study to generate discriminatory laws at both national and sub national levels.

Surveys need to be undertaken to generate gender and inclusion disaggregated data

Nigeria

In Nigeria it is recommended that an advocacy campaign and raising awareness among all stakeholders to increase the collection and use of qualitative and quantitative data on discrimination and inequalities. This needs to be done in a systematic manner and a system needs to be developed to support MDAs to produce statistics on discrimination. During the development of the system there will be need to assess current systems and instruments used for reporting and monitoring in general on discrimination and inequalities (indicators, rules for reporting, procedures, financial requirements, performance criteria, etc.).

Further qualitative analysis of norms and practices, discrimination and inequalities which reproduce in the school environment; and professional and other areas of life is needed. Indicators on discrimination and inequalities need to be included in future questionnaire surveys to measure discrimination and inequalities and existing survey and administrative data need to be analyzed and disaggregated on discrimination and inequalities by area of residence (urban/rural), by region and sex and disability status.

Ivory Coast

It is recommended that the following activities be prioritized if the production and use of administrative data related to discrimination and inequality is to be improved:

- Strengthening the capacities of the statistical units located in the administrations gender, inequalities discrimination, on the need for disaggregation because for statistical purposes are not captured even though they have the facilities to do so (there is a lot of important information for them but which are not for statistical purposes);
- Strengthening the capacities of the Gender Observatory so that it can better fulfill its role and achieve its objectives;
- Initiate a study aimed at building an analysis model based on specific empirical data on the costs of discrimination and gender inequality in Ivory Coast ;
- Raise awareness and strengthen the capacities of different stakeholders on various aspects of discrimination and gender and adaptation issues on an ongoing basis and by reaching as many stakeholders as possible;
- Financial resources additional workload operations (designing sheets, transforming the sheets, reports, complaints must be used for statistical purposes);
- Establish a system to support administrations in producing statistics on discrimination;
- Integrate gender into the data collection system;
- Raise awareness among all stakeholders on the collection and use of qualitative and quantitative data on discrimination and inequalities.

Gabon

It is recommended that legal texts (Civil Code, Penal Code, Labor Code, Public Health Code, Land Code, Tax Code, Nationality Code) to correct discriminatory provisions against the rights of Gabonese people in general as well as women. Furthermore, the capacities of statistical units located in administrations – gender, inequalities, discrimination, need to be strengthened on the use of administrative data for statistical purposes as well as the need for disaggregation. These are generally not analyzed, even though it is captured. The data systems have a lot of information related to discrimination, but it is not used for reporting and statistical purposes.

Advocacy and awareness raising is needed among all stakeholders on the collection and use of qualitative and quantitative data on discrimination and inequalities. There is a need to establish a system to support administrations in producing statistics on discrimination. This will require the assessment of existing systems and instruments used for reporting and monitoring in general on discrimination and inequalities (indicators, rules for reporting, procedures, financial requirements, performance criteria, etc.). Financial resources need to be prioritized and allocated to additional MDA operations when they start producing and using administrative data on discrimination for statistical purposes (e.g. designing forms, transforming sheets, analyzing data, producing reports, complaints, and the required capacity building and training).

Very specific actions identified by key informants include assessment of current standards and practices on discrimination and inequalities in schools as well as establishing the necessary monitoring and data systems.

Senegal

There is a need to do advocacy for and strengthen the capacities of statistical units located in administrations – gender, inequalities,

discrimination, on the need for disaggregation. These are not generally captured even though they have the facilities to do so. The administrative data systems have a lot of information, but it is not used for statistical purposes.

Financial resources and systems are needed to support the requirements of stronger administrative data systems. additional operational workload (designing sheets, transforming the sheets, reports, complaints must be used for statistical purposes).

To develop and follow a more systematic approach to administrative data related to discrimination and inequalities, it will be necessary to do a comprehensive assessment of discrimination and inequalities with regard to the vision, policies, strategies, and budget for program implementation. There is also a need to more systematically include indicators in future surveys to measure discrimination and inequalities as well as to disaggregate survey and administrative data by sex, age, disability status, socio-economic status, ethnicity and region.

Ghana

The primary recommendations for Ghana are to strengthen the capacity of national statistical systems to produce, disseminate and use disaggregated data and statistics, with a gender dimension, to facilitate evidence-based policymaking, planning, implementation, monitoring and reporting. Attention should also be given to improving the availability of harmonized statistics and disseminate comparable data and statistics. Support should be provided to MDAs to enhance the production, quality, dissemination, and use of data related to discrimination and inequality.

Administrative data systems will benefit from implementing modern data collection practices and physical infrastructure, using modern communications technology tools and methodologies to facilitate data capture.



ANNEX 4
LUSOPHONE COUNTRIES

CABO VERDE

Discrimination and Inequality Context

Cape Verde is a country in the vanguard when human rights are concerned. Other than the international treaties, it has established a legal framework for intervention in matters of discrimination and inequality. But, when data governance on this matter is concerned a long-distance need yet to be covered.

At an international level, the country is a signatory to the following conventions³;

- International Convention on the Elimination of All Forms of Racial Discrimination
- International Covenant on Civil and Political Rights
- Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty
- International Covenant on Economic, Social and Cultural Rights
- 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
- 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

At the regional level, Cabo Verde subscribes to the below conventions;

- African Charter on Human and Peoples' Rights
- Additional Protocol to the African Charter on Human and Peoples' Rights relating to the Rights of Women
- African Charter on the Rights and Welfare of Children

At national level,

Cape Verde, updated in 2017 the National Action Plan on Human Rights and Citizenship which, backed up by the country Constitution¹⁷⁹, recognizes the equality of all citizens before the law, without distinction of social origin or economic situation, race, sex, religion, political or ideological convictions and social condition and ensures the full exercise by all citizens of fundamental freedoms; and aims at progressively create the indispensable conditions for the removal of all obstacles that may impede the full development of the human person and limit the equality of citizens and their effective participation in the political, economic, social and cultural organization of the State and of Cape Verdean society.

¹⁷⁹ Lei Constitucional n.º 2/III/90 de 28 de Setembro, by the National People's Assembly

In order to enforce the Constitution directives, **the 2021 Cape Verde Penal Code**¹⁸⁰ defined Discrimination in terms of refusal or conditioning the supply of goods and services; punishment, dismissal or refusal of a contract or employment, and torture, on the basis of origin, sex, family situation, state of health, habits and customs, political opinions, civic activity, belonging or not belonging, true or supposed, to an ethnicity, nation, race or religion, whether or not they are a member of an organization. It also criminalized organization for racial discrimination that included activities that incite discrimination, hatred or violence also in public meetings.

There are also three commissions guarding human rights, gender equality, discrimination based on tribe/ethnicity;

- The National Commission on Human Rights (CNDHC),
- The Justice Ombudsman (Provedor da Justica), and
- The Cape Verde Institute on Gender Equality and Equity (ICIEG)

The **National Commission on Human Rights** deals with cases involving public entities and for which the National Police has no Jurisdiction, it has been collecting data concerning migrant who have reported cases of discrimination and prejudice-based discrimination; and reported cases of different forms of violence against women. Based on the received cases it then: (i) promotes education for Human Rights, International Humanitarian Law and Citizenship; (ii) Participates in the definition and execution of Government public policies in areas involving Human Rights, International Humanitarian Law and Citizenship; (iii) Provides consultancy to the Government in areas involving Human Rights, International Humanitarian Law and Citizenship; (iv) investigates situations that markedly violate Human Rights that have

been brought to its attention or that it has become aware of on its own initiative; and (v) does the Follow-up on the implementation of the National Action Plan for Human Rights and Citizenship.

The **Justice Ombudsman** has as mandate the defense and promotion of the rights, freedoms, guarantees and legitimate interests of citizens, ensuring, through informal means, justice, legality and regularity in the exercise of public powers. It falls within the scope of the Ombudsman's activities, the activities of the services of the Central and Local Public Administration, the Armed Forces, public institutes, public companies or companies with majority public capital or public service concessionaires or the exploitation of public domain assets; But, the Ombudsman can also intervene in relationships between individuals when there is a special relationship of dominance and it is within the scope of protecting rights, freedoms and guarantees.

The **Institute on Gender Equality and Equity** deals with cases of Gender-Based Violence in collaboration with all stakeholders of the Mechanism of Prevention and Combat to Violence. It receives notifications from the National Police and does the follow up of the cases also with the aim of providing social assistance and temporary shelters to violence survivors.

Role of the National Statistics Offices (NSOs)

Together with the National Council of Statistics, the NSO or INECV have an important role in steering statistical production in Cape Verde. As it is INECV who delegates statistical production to other entities, it also authorizes data collection. So, any entity willing to undertake an exercise of data collection in such a way that the output data is considered official statistics must register the data collection project to INECV, being the objective to;

¹⁸⁰ Assembleia da Republica, in: Boletim Oficial 15, I Serie de 11 de fevereiro, capitulo IV," Crimes contra a dignidade humana, Secção I, Artigo 161, Artigo 162 and artigo 270.

- Ensure that technical and methodological aspects of the data collection are according to those approved by INECV;
- Data collection duplication is avoided;
- There is an adequate timeframe for data collection to be respected;
- There is respect of confidentiality.

This is because INECV has within its mandate;

- Access to (individual and corporate) data at individual level from the public administration, private institutions managing public services, and from public enterprises with the objective of producing official statistics and ensuring coherence among files from statistical units; and,
- Participate in the conception of administrative data support tools (from the previous point) such as forms and records, so as to ensure the adoption of definitions, concepts and statistical classifications approved by the National Council of Statistics, what aids at using these administrative data for production of official statistics¹⁸¹.

It is also part of INECV mandate to;

- Conceptualize, collect, manage, disseminate, analyse and disseminate official statistical data of sovereign interest;
- Undertake surveys, census and other statistical operations;
- Preserve collected individual statistical data in such a way that the owner is identifiable either using paper-based formats or the digital ones;
- Undertake, as service provision, surveys, census and other statistical operations demanded by users (public or private, foreign or national); and,
- Publish produced statistics needed by users.

¹⁸¹ Boletim Oficial (2020), Estatuto do Instituto nacional de Estatística, in: B.O da republica de Cape Verde N.2 de 7 de Janeiro de 2020, I Serie

So, other than coordination and quality assurance of collected data, INECV cooperates with other statistics producers both official and non-official. For instance, in terms of data collection as service provision to other public entities, INECV used to undertake prisons census for the Ministry of Justice but this exercise was stopped in 2015. Currently, it is focused on the storage and analyses of vital data from the same sector. The vital data is essentially used from a demographic perspective, being the health component dealt with by the respective Ministry, via the Serviço de Vigilância Integrada e Resposta às Epidemias e Investigação¹⁸².

Based on the multidimensional approach to poverty estimation and using the Household Budget surveys it expands household's poverty status classification with the help of the Population Census. This is stored as poverty registry that institutions working on social welfare can use as background information for each person applying for social benefits.

The relationship with the National Police is not very clear - the Ministry of Internal Administration (the National Police data holder) indicates that INECV produces National Police related statistics, but INECV does not mention this type of institutional cooperation.

Overview of Administrative Data Systems

Administrative data is produced for program management. Based on the 2022 Statistical Yearbook and other literature review, it was possible to identify 18 public sector sources of administrative data;

- Ministry of Finance - Social Security/poverty: Centro nacional das Prestações Sociais (CNPS), Instituto nacional para a Previdência Social,
- Ministry of Agriculture - Secure access to land

¹⁸² Services of Integrated Surveillance and Epidemic Response and Research. Please see: Ministério da Saúde e Segurança Social (2020), Relatório Estatístico 2019, Praia: Ministério da Saúde.

- Ministry of Health, central and regional hospitals - Serviços de Vigilância Integrada e Resposta às Epidemias (SVIRE); variables covered - hospital management. Programs on Reproductive health, child vaccination, telemedicine, diabetes and high blood pressure, nutrition, telemedicine, transfusion security. Human resources, finances and patrimony
- Ministry of Justice/INECV - Vital Statistics:
- Ministry of Education - Education, covered variables - Number of schools with access for disabled people; Number of schools with separate toilets for girls and boys; Gender parity index on admission rate and on gross enrollment rate
- The Parliament/National Commission on Elections - legal framework publications, women share in the Parliament seats;
- Ministry of Labor force - Inspection, Direcção Geral do Trabalho; Variables covered - Number of workers in sectors by sex, age and profession, occupation, years of work
- Ministry of Internal Administration - Public employment, Leadership, Local governments:
- Ministry of Internal Administration (registration of cases)/Ministry of Justice/National Police - Victims of voluntary homicides
- Gender/VBG - Instituto Cape-Verdiano para a Igualdade e Equidade de Género;
- Transportation - Empresa Nacional de Administração dos Portos (sea transportation), Aeroportos e Segurança Aérea (ASA, air transportation), Ministério do turismo e Transport (road transportation - collective buses);
- The Central bank - Access to Credit, bank account ownership
- Agência Nacional de Água e Saneamento (ANAS) - Access to water -
- Electricity companies - Access to energy

Outside the Government it was possible to identify two para-state organizations, the national Commission on Human Rights and the Ombudsman Cabinet, and three NGOs dealing with direct and indirect discrimination.

- Cape Verdian Women Organization (OMCV) - it provides legal assistance, specially directed at women;
- The Morabi Women Empowerment Association (MORABI) - it concentrated on women economic empowerment. It provides legal assistance to women, children and elders within the family context, and to sexual minorities;
- Associação de Mulheres Juristas AMJ (the association of female lawyers) - legal support to victims of direct discrimination, and they do public awareness and evaluation of events concerning discrimination/harassment/hate crimes, or Human rights defense, in general terms. We could not talk to this institution.

The Civil society Organizations (CSOs) in Cape Verde are active and attentive. They are also part of the production of administrative data on discrimination and inequality. However, just like in many developing countries, CSOs\NGOs produced data is not part of the Official Statistics and is neither used at any moment of statistical production by the National Statistical Office (INECV). This is because there has not been any agreement for that inclusion and the specific modalities of cooperation so as to ensure that CSOs\NGOs produced data respect the principles of statistical production on: objectiveness, relevance, rationality, impartiality, timely, not overburdening the interviewed, population, punctuality, sufficiency and accessibility.

Additionally, in Cape Verde, there is an official national household survey conducted on discrimination and inequality. It is the Peace and Security Governance (GPS) module introduced in the Continuous Multi-Objective Survey (IMC), with the 1st carried out in 2012, the 2nd in 2016,

and the 3rd carried out in December 2023. It has not been produced in regular time intervals. In 2016, the observed variables included the Level of perception of discrimination according to type of discrimination; Incidence of discrimination (percentage of the population that claims to have been victims of discrimination) regarding race or skin color, Language/dialectic, religion, regional origin/islands, birthplace/nationality, poor or rich; Sex (being male or female); disabled people; sexual orientation; Percentage of the population who believe that there is discrimination according to sex and place of residence.

Of note, in the production of administrative data on discrimination and inequality by state and non-state organizations, there are laws in place not specific for administrative data production but which guides data collection processes in general. For instance, **Law 48/IX/2019** defines the principles, norms, and the structure of the National Statistics System¹⁸³. Accordingly, Official Statistics are those produced by the three of the organs of the National Statistical System, namely the National Institute of Statistics (INE), the Central Bank, and the delegated bodies (by INE). As such, statistics produced by other entities are not considered official statistics.

And, when administrative data is concerned, it is upon to the National Council of Statistics (CNEST¹⁸⁴) the mandate of promoting their efficient use by the delegated entities (the OPEO)¹⁸⁵ for production of official statistics, including personal data, while formulating to the government recommendations aiming at enhancing access to data by INE and other OPEO, and their participation in the design of data collection / registration tools. INECV The delegated bodies (OPEO) concern¹⁸⁶;

183 Assembleia da Republica (2019), Lei N. 48/IX/2019, in: Boletim Oficial, I Serie N. 18 (BO) de 18 de Fevereiro

184 Conselho Nacional da Estatística.

185 CNEST is the coordinator of official statistics production. It approves the statistical nomenclature, concepts and definitions, as well as other technical tools, their utilization by the OPEO in such a way that there is harmonization and integrity of the official statistics and there is minimization of the workload over the enquired targets.

186 The General Directorate of Justice Policy, Institute of Employment and Training, National Fisheries Institute, Statistical Services of the Ministry of Education, Statistical Services of the Ministry of Health, and the Agricultural Statistics Services.

- Direção Geral da Política da Justiça
- Instituto do Emprego e Formação Profissional
- Instituto Nacional das Pescas
- Serviços de Estatística do Ministério da Educação
- Serviços de Estatística do Ministério da Saúde
- Serviços de Estatística da Agricultura.

Other public institutions produce their statistics for management and reporting purposes but they are not considered official.

At implementation level, sectors do produce their administrative data but there is no clear mandate specifying production of data on direct discrimination, that is, data on:

- Experiences of discrimination and harassment
- Hate crimes and hate speech
- Reporting and sentencing of discrimination, harassment and hate crimes
- Attitudes towards minority groups

In summary, Cape Verde has more than 18 organisations involved in the production of the administrative data on discrimination and inequality. On Direct discrimination and among the 6 interviewed entities, none of them produce official statistics. Two of them operating outside the government although functioning under state budget (the National Commission on Human Rights and the Ombudsman Cabinet, we called them the para-state organizations), and two are NGOs. The Government institutions have progressed in digitalizing data collection system for 3 interviewed institutions. The remaining (including the NGO) operates paper based or mixes paper-based file processing with digital data entry but in a word format. Data do not communicate, and statistical capacity is not strong for all the entities.

Of the four institutions dealing in indirect discrimination related issues. Two operate digitally, and the other two combines paper and

digital systems. Three are delegated by INECV to produce official statistics, so they have capacity to produce their own statistics. Their data bases don't communicate with other entities.

When the type of collected data is concerned, it is found that, on direct discrimination, the National Police and the Gender Equality Institute data systems (government institutions) capture data on prevalence of discrimination and harassment, but only violence against women have been emphasized. Other types of direct discrimination are captured by the National Human Rights Commission (CNDH), the Ombudsman Cabinet, and the two NGOs (MORABI and OMCV) to include prevalence of discrimination and harassment, and the prevalence of hate crime and speech. Public reporting data is only produced by the NGOs, despite the fact that the other institutions report cases of crime either directly to the Ministry of Justice or in the media.

Data on direct discrimination are however underestimated as most cases of discrimination are not reported to the concerned entities due to lack of belief in the system. Those cases of discrimination reaching the law related entities concern essentially gender-based violence, immigrant while a smaller number of hate crimes/speeches have been registered mostly in relation to the LGBT community.

When indirect discrimination is concerned collected data is able to show sex, age and location development bias. Little information is provided in relation to disability condition, sexual orientation, nationality or immigration background, racial or ethnic origin, and religion or belief.

The public sector data is mostly disaggregated by location (essentially, Island, municipality, Comarca, National), and by sex/age. No information has been provided about disaggregation by disability and socio-economic status. Among NGOs, other than sex, age and location, data can also cover sexual orientation, nationality, and, HIV/AIDS, and disability condition.

On geographical coverage and granularity, all the interviewed institutions do have representation at all levels of administrative division of the country. So, data can be disaggregated by island, municipality, and district (comarca), and aggregated at national, plus urban/rural levels. NGOs does not cover all political division of the country. They produce data on de islands and municipalities where they operate.

In regards to administrative data sharing with the NSOs, data sharing is essentially among public entities mostly for reporting purposes, like the cases of the SDGs and gender. We could not find statistical compilations based on administrative data as such. Sectors are publishing their own statistics. But there is some data sharing among sectors and between NGOs and sectors.

Data or statistics produced by the CIEIG, the National Commission on Human Rights, and by the Ombudsman Cabinet is not considered official and is not required by law to submit statistics to INE. NGOs do not share data with the NSO either. They do not have any formal agreement with INE on data sharing. So, all produced data is used for internal purposes and it is hardly shared either with INE or the public. Exception was found with one NGO (MORABI Association) who is sharing data not with the NSO but with the Ministry of Justice based in a form delivered by this last institution with the objective of expanding coverage of assistance gender-based violence cases. Overly, technical capacity to process and analyse data has not been sufficient. Data is not disseminated either.

Data Challenges and Gaps Analysis

Cape Verde is known for its openness with influxes and emigration of its population, what results in strong miscegenation of its population. As the country Constitution aims at constructing an inclusive society, discrimination from a racial and ethnic perspective has not been much emphasized among public entities. Other types of discrimination were emphasized in the Report

on Governance, Peace and Security of the Continuous Multi-objective Survey (MIC-2016)¹⁸⁷. Unfortunately, this was not the same in relation to administrative data development. As such, it can be said that one of the factors inducing gaps in administrative data production on discrimination (mostly direct discrimination) is **a lack of a policy directive promoting its production and use**.

The report above indicates that 20% of the Cape Verde Population feels that their freedom from discrimination is not respected and 44.4% is weakly respected; 7.1% and 46.4% of the population feels that armed force efficacy in solving crime against certain population groups are inefficient or little efficient, with the same distribution for violence against women, children, the handicapped and the elders. 24.4% of men and 12.8% of women felt they needed a fire arm in the household.

Administrative data-based statistics are also not available due to methodological issues. This is the case of employment. Unemployment measurement by INECV is done based on the ILO Resolution I concerning statistics of work, employment and underutilization adopted in 2013 by the 19th International Conference of Statisticians (ICLS). Accordingly, even informal employment is part of work, so a person mainly employed in this sector is not considered unemployed. However, the Ministry of Labor statistics yet measures its unemployment rates based on formal employment. It has been agreed that survey/census-based unemployment estimates are those to be considered as part of official statistics.

Administrative Data availability is also constrained by the level of their representation

- Cape Verde has advanced significantly in producing representative administrative data/statistics. Important progress is observed in the health and the social welfare sectors. In fact, the health statistical reports are able to report, for instance, for all births, what means that there is an obligation to report/approach a health unit when

a child is born. Within the welfare context, the country possesses a national registration system where data on vulnerable people can be obtained from, the “Cadastro Nacional”.

Unfortunately, not all sectors are developed. The education sector, for instance fails to cover private provision of education services. National Police indicators produced based on administrative data also fail to have a national representativeness as not all cases of discrimination reach the concerned institutions, even if service coverage is as high as the National Police related services (the police stations). The case of migrants not reporting their discrimination experience due to lack of trust of local justice structures have been mentioned by the National Commission on Human Rights.

It is important to remark that because the system has been failing to collect/produce administrative data by disability conditions, some specific age group data, socio-economic condition, and sexual orientation/identity, those concerned indicators are being only partially measured.

Weak access to statistical data/reports - Gender-related indicators were not possible to trace among data sources. The core issue in this situation is **the lack of data dissemination**. While the INECV webpage do cover all themes, **it has not been possible to access them**. The alternative specific sector page could not be traced either. This imposed lots of effort finding alternative information (e.g., through other institution reports reports) and resulted in important information gap.

Linked digital systems - Some Cape Verde official administrative data management systems have progressed to become digital. This is the case of the National policy stations and the Ministry of Education which insert data directly into the system, case by case. Others have not progressed (i.e., the Justice Ombudsman and Ministry of Health). The **Justice Ombudsman** - inputs its data in paper-based forms while the **Ministry of Health** starts its data collection at clinic/diagnostic level paper-based to process it as aggregate at health

¹⁸⁷ INECV (2016), Relatório sobre Governação, Paz e Segurança, Cidade da Praia: INECV.

unit level. However, the **National Commission on Human Rights**, the **Cape Verde Institute for Gender Equality and Equity**, **Organização das Mulheres de Cabo Verde**, and **MORABI** are operating digitally, it is because individual files are processed in a word format, not in a data base entry format.

While not placing enough relevance to data on direct discrimination, excepting for gender-based discrimination, the SIGO system from the National Police should have some potential of linking to other justice related services. However, currently, it only functions perfectly internally starting from the police stations to the regional until the central level. Entities such as the health and the social affairs (through the ICIEG who provides social assistance to violence survivors depending on the risk level) are not linked to the system. ICIEG, for instance, only receive specific notification when it is a high-risk case, the survivor (and sometimes with the dependents) needing at least temporary shelter and/or other type of social support. When ICIEG receives the notification (which is done in a word document) from a specific police station it contacts the specific region officer (or focal points) by telephone who goes to the police station to take care of the case (from the social assistance perspective). All registration at ICIEG is then done by paper and then inserted in an excel file by other staff. The other relevant entity in the context of crime/violence is the health system. The Ministry of Health data entry system collects data at individual level using the National ID as the unique identification number. On the interview with this institution, it was mentioned that this system yet fails to connect to the National police system. The ministry is however linked with to the ID civil registration system. No linkage exists with any other, because the majority of them use different identification number.

Linkages between the National Police and the attorney services have only been possible to some of the islands and not to the main city, the Cidade da Praia, because the concentration of police

services is much higher than somewhere else. No linkages exist with the National Commission on Human Rights and/or with the Ombudsman Cabinet as those are separate levels of justice services provision more linked with discrimination issues. These entities do provide services based on complaints exposed by NGOs/associations, sent through emails or presented in person. The last entity does registration by paper, while the Commission on Human rights do registrations in word format. No data entry systems are mentioned by these institutions.

The Ministry of education data system, the SIGE, uses as unique identification number the student ID number, so it mostly used for internal purposes.

Cape Verde is very well known for being a democratic country. As such, progress towards non-discrimination, equality and respect for the human rights are reflected both by its international and regional commitments as well as locally through legal instruments such as the Constitution and the Penal Code. If statistics can show the degree of achievements in relation to non-discrimination and equality, then it is a matter of **political decision to highlight production and dissemination of these statistics. The National Council of Statistics (CNEST) is called to play a greater role as the coordinator of statistics production.**

The initiatives to improve coverage of administrative data need to be expanded to all sector providing services at national level. The case of unemployment data is one of them but the essay will only realist if unemployment benefits do exist universally. So far, these benefits are only available to those who have worked before and have contributed for their social security. Otherwise, the unemployed are treated within the context of social assistance (being in a situation of vulnerability). For the education sector, **data coverage should be able to include the private education too as by now it includes only the**

service provided by the public schools. For NGOs, this is dependent of the service coverage. So far, they are not in all country.

Administrative data need to be digitalized by all relevant producers of administrative data. This will easy data communication among data sets, but will entail defining a unique ID number to be used as the merging (linking) variable. An effort should be done to seize data produced by non-public entities including NGOs as they can inform about service use outside the government. Data Digitalization is will be more viable at primary data collection level.

Enhanced linkage among data systems or data sharing is concerned, entities linked to justice (mostly the national Police and the Ministry of Justice) can be very reluctant in sharing their data/statistics mostly due to confidentiality and security reasons. But, for interlinked work, mechanisms can be installed to omit information which will be agreed to remain confidential. According the Ministry of Internal Administration, the health system will be integrated in the SIGO information management system. But important sectors like the ICIEG should also be part of it while internally they enhance their data management system. They still communicate by telephone provided to the officers at local level.

To the extent that not all grounds of discrimination are being covered **efforts should be done to expand coverage of all missing and relevant grounds.**

Data Capacity Gaps

Statistical capacity development constitutes another dimension needing to be tackled by almost all institutions dealing with administrative data.

Within the National Police, the Institute for Gender Equality and Equity, statistical and other data analysis capacities need to be improved

in order to enable better data management and statistics production, this includes gender statistics. INECV is often called to provide support to the

National Police in this area. **Human capacity issues also do arise when handling of cases of discrimination, including discrimination against women.** Very often a crime is in fact better classified after investigation by the court. Therefore, initial crime classification will need to be revised in the data system. This short come would be minimized if the staff, both at the police station and among the social assistance were able to identify/classify the type of crimes. Other than improving collected data quality this would help to apply the right penalty at police station level while easing the system as the number of accumulated cases waiting for solution tends to be large.

Limited statistical capacity amongst the CSOs\ NGOs for data collection and processing capacity.

There is also **shortage of staff.** ICIEG, for instance, uses local focal point allocated at municipality level. While there are only 16 transitory shelters/centres for the 22 municipalities, focal points must cover more than one centre or municipality due to lack of staff. They also need to be trained on basic gender concepts, GBV, handbooks of procedures and assistance flowchart. NGOs also mentioned limited number of personnel, before a situation where they depend completely from financial support by development partners.

As mentioned above; while working in coordination for the same case discrimination or inequality the **existing infrastructure and ICT should be able to communicate among involved institutions and the staff should be prepared to use this infrastructure and handle the cases at their own level.** So far, cases of GBV involving the armed forces and country authorities are sent directly to the attorney services. Those concerning physical violence are dealt with at police stations. It is mostly at police station level where the ICIEG can do better the follow up of the cases. At higher levels, it becomes difficult to do this follow up.

Data capacity should also be improved among NGOs. Their needs concern data collection, processing and storage, and data processing/analysis, also taking into account the auditing processes and procedures.

Data Quality Gaps

As it was mentioned above, institutions dealing directly with cases of discrimination issues are the National Commission on Human Rights and the Ombudsman Cabinet and the NGOs we have interviewed. Their data set suffers mostly from sub estimation as many cases concerning discrimination do not reach justice related services. Reported cases of hate are also few and have concerned the LGBT community. So, it can be said that if this data was used for comparability purposes with existing surveys, then the resulting analysis would be biased.

To overcome this situation either interventions are established at policy level to promote exposure of cases of discrimination so as to encourage discrimination survivors to report their experience, or, additional information could be produced through surveys (either specialized or as modules in other surveys or census). Cape Verde has experience on this type of surveys.

There is timeliness of data as each occurring cases is registered in the same day and at individual level. But their accessibility is poor as data is not shared. Data from the National Police is shared with INECV only as aggregates using excel or pdf files but we could not find any reference at INECV as they said that they are only dealing with the vital data from the Ministry of Justice. To what concerns privacy and security, the existing data sets try not to expose personal ID information. And a number is used for identification of cases. Additionally, institutions like the CNDH have partnerships with the National Commission on Data Protection and demand to its officers to sign a code of ethics while limiting access.

NGOs try to review their data files, either using their trained staff or the auditing system. One of the NGO have mentioned needing to be prepared in terms of data quality to avoid chocks with the auditors. This means improving data storage, processing and analysis.

Data Accessibility and Use

Raw administrative data on direct discrimination has not been made available to the public. They are mostly used for internal management purposes and partly shared with INECV. In terms of publications, the available publications concern statistics on governance (the National Police and the Justice sectors) and they refer to:

- Reported occurrences and their perpetrators
- Occurrences against people:
 - o Homicide
 - o Sexual abuse of children and minors
 - o Sexual assault
 - o Mistreated children
 - o Gender based violence
 - o Offense against integrity
 - o Threat
 - o Illegal ownership of guns
 - o Drugs trafficking
 - o Other occurrences;

They don't refer at all to direct discrimination issues except for discrimination against women, girls and children. This is despite production of reports (by entities such as the Ombudsman Cabinet) for the national Assembly. So, if statistics on discrimination are to be improved, the first challenge is to promote its production among the responsible entities either as bodies of the National Statistical System or as producers of non-official statistics through some type of law, policy or any type of agreement.

Another challenge has to do with the capability to capture more cases of discrimination. As few cases reach the Human Rights Commission and the Ombudsman Cabinet, then the feasibility of investing heavily in this data production should rise. So far, no recent and future studies on discrimination have been undertaken based on administrative data. The 2016 “Inquérito Multiobjectivo Contínuo - Estatísticas de Governança, Paz e Segurança”¹⁸⁸, by INECV was not based on administrative data. Rather it derived from a household survey using a sample of 9.918 households. Thus, access is a challenge.

Administrative data dissemination could be improved also for indirect discrimination. It could be in form of reports through the INECV webpage or through each entity webpages. So far, they were found for the Ministry of Health (produced by itself) and in the INECV’s report on SDGs. The bigger challenges are not for foreign researchers only. Even internally sectors mention that it is much easier to access data and statistics from international sources than from the national ones. While a link on statistics exists at INECV, not all files are accessible, and they are not user friendly.

Still, as mentioned above, the National Council of Statistics (CNEST) does promote the use of administrative data, and, the National Statistical Development Strategy (2022-2026) includes use of administrative data as part of the strengths of the National Statistical System¹⁸⁹. Fortunately, the component of discrimination is referred to as “undertaking diagnostic or cognitive tests in the dimensions of non-discrimination and participation. More need to be known about this project. It is also known that INECV has the Masterdata Project underway, which aims at collecting and compiling administrative data from all relevant entities in the national panorama, to be used later for statistical production.

¹⁸⁸ Continuous multi objective survey - Statistics on Governance, Peace and Security.

¹⁸⁹ SEN (2021), Estratégia Nacional de Desenvolvimento da Estatística 2022-2026. SEN: Cidade da Praia.

Good Practices

The good practices on administrative data for measurement of discrimination and inequality comes from the non-government institutions including the para-state organizations (the National Commission on Human Rights and the Ombudsman Cabinet). The “MORABI” Association is put on emphasis here. MORABI is a non-profit association directed at providing support to vulnerable groups. It covers women, children and the elders within the family context, and have managed to cover the handicapped, the migrants and the LGBT community. Other than social welfare support through income generating activities and provides support to HIV and AIDS, malaria and TB patients. MORABI also intermediates legal support for cases such as VBG, wealth dispute among couples due to divorce/separation, and not payment of child pensions. The organization has a strategic plan, and is organized to have a management council, general assembly and fiscal councils.

The Association’s database concerns the beneficiaries of their assistance, including the cases of legal assistance intermediation. Data collection is based on the technical assistants (field staff) who receive the cases reaching the Association at decentralized level either personally or based on third parties’ information such as other associations, local leaders and councils, including the municipalities and island administration. Data is first collected paper-based, and later inputted in an excel file. **Like no other non-government entity, data is collected by law, in the sense that it is the Ministry of Justice who send a form that must be filled by MORABI at individual level.** The form on legal assistance contains the following variables:

- Demographic/socio-economic: location, date of entry, name, sex, age, occupation, civil status, education;
- Matter of legal assistance: constitutional, labor relations, issues with the municipality, pension, family, GBV, other;
- Provided information

The technical Assistant goes to the field each 3 days in the week for this purpose of registering beneficiaries and collect their data. The filled form must be signed by a lawyer, for assurance/data quality confirmation. These files are shared with the Ministry of Justice monthly, but the Association must present quarterly reports to the same Ministry. The indicators can be built based on the following information:

- Migrants' victim of discrimination and prejudice-based discrimination;
- Number of reported cases of discrimination, harassment and violence;
- Number of victims of discrimination, harassment and violence;

- Unequal treatment of certain immigrant groups;
- Women reporting different forms of violence
- Complaints on GBV, unequal treatment based on gender

Challenges: MORABI would like to improve its data collection system, by using digitalized systems, and would like to improve its data analysis for statistical purposes as currently, it is the lawyer who writes them for auditing and reporting to the Ministry of Justice.

MOZAMBIQUE

Discrimination and Inequality Context

Issues on discrimination and inequality are part of Mozambique's societal context. Progress in capturing administrative data for production of country representative statistics on discrimination and inequality goes in line with policies such as the 2020-2024 Strategic Plan of the National Statistical System (PE-SEN)¹⁹⁰ which promote their use. It is recognized that challenges for their effective production, management and dissemination still persist. This has to do with methodological/conceptual issues, data coverage, the level of their modernization/sophistication in data collection, management and dissemination, and their quality.

In the process of attaining non-discrimination and inequality, there are different international treaties signed and ratified by Mozambique on discrimination and inequality. The Resolution No. 70/1 of the UN General Assembly on the 2030 Agenda contains different dimensions of age, geographical and gender-based inequalities and discriminations. Other important commitments ratified³ are:

- International Convention on the Elimination of All Forms of Racial Discrimination
- International Covenant on Civil and Political Rights
- 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
- 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
- Convention on the Rights of Persons with Disabilities

At regional level Mozambique subscribes to;

- The SADC protocol on Gender and Development;
- The Protocol to the African Charter on Human and Peoples' Rights in Relation to African Women's Rights, African Union (AU) 2003, requires States adopt and implement measures that guarantee the protection of all women's rights with regard to their dignity and protection against all forms of violence, particularly verbal and sexual;
- The 2006 African Youth Charter calls on States to develop programs of action provide legal, physical and psychological support to girls and adolescents who have been subjected to violence and abuse so that they can fully integrate into economic and social life;
- The 2005 Maputo Protocol which strengthens the provisions on gender equality of the African Charter on Human and Peoples Rights ('the

¹⁹⁰ Conselho Superior da Estatística (2020), Plano Estratégico do Sistema Estatístico Nacional, Maputo: CSE

African Charter'), which lies at the foundation of the African human right system and was adopted in 1981

- Maputo Plan of Action 2016-2030 for the operationalization of the continental policy framework for sexual and reproductive health and rights

Agreeing with the international and regional policy framework of non-discrimination and promotion of equality, Mozambique's Constitution does not discriminate against sex, age, disability condition, race, geographic location, ethnicity and any other type of peculiarity. And crimes against people are specified within the recently (2019) updated PENAL Code to include discrimination-based crimes. Among others, it considers:

- Crimes against life (voluntary homicide, crime against intrauterine life, infanticide, ownership and trade of human organs. Involuntary homicide);
- Crimes against physical integrity;
- **Crimes against humanity, cultural identity and personal integrity (racial, ethnic and religious discrimination); war crimes against civilians, torture, cruelty, unhuman treatment;**
- Crimes against people's freedom;
- Crimes against sexual freedom, including sexual harassment, child pornography and/or prostitution;
- Indecent public exposure;
- Human exposure to danger;
- Crime against dignity and against private life preservation;
- Crime against the family.

The country has also focused its sector level interventions on policies towards equality and non-discrimination. For instance, the **National Gender Policy** advocates for women economic and social empowerment, leadership, protection

against gender-based violence. The VII National Youth Conference (2022) for instance emphasized the political commitment of investing on youth education, including the technical and professional training, and integrating the youth in programs like those concerning local development funds, industrialization, agriculture mechanization, self-employment and development of micro, small and medium enterprises, access to water and land. Involvement of the Handicapped is considered key. Other sector policies such as health and education aimed at channelling resources to ensure vulnerable groups of the population are included in the development process. Within the health policy framework priority is attributed to maternal and child health, child vaccination, HIV and AIDS, malaria, and non-transmissible diseases such as the breast and cervical cancer. The sexual and reproductive health that includes the youth is also an important component of interventions.

There are also commissions in the country guarding human rights, gender equality, discrimination based on tribe/ethnicity. When guarding human rights is concerned, Law 33/2009 of the 22nd of December, established the National Human Rights Commission. It has the mandate of watching the human rights in the country while informing on people's rights, and the proposing to the government interventions and programs for the wellbeing of all, including women. The Commission is composed by 4 members of the civil society working on human rights, women, children, elders and people with disabilities, and people affected by HVI and AIDS; three persons from the sectors of education, justice and health (they are appointed by the Prime Minister); three persons appointed by the Parliament, and one from the Lawyer's Order.

The Ombudsman Cabinet was established to care for human rights issues within the public sector. So, any matter that does not constitute crime but fails to be covered by normal legal/justice services is covered by this Cabinet. The national Election Commission, does the management of the electorate processes in the country.

Within the civil society organizations, entities such as the “Centro para Democracia e Direitos Humanos - CDD”, “Liga dos Direitos Humanos” - LDH, “Lambda”, and “Forum Mulher” do play important roles on Human Right watching¹⁹¹. Lambda defends the human rights of the sexual minorities while Forum Mulher defends Women Homan Rights.

Role of the National Statistics Offices (NSOs)

The Regulation of the Law on National Statistical System¹⁹² states that no entity collecting individual statistical data used for non-statistical purposes can be part of the National Statistical System (NSS). Additionally, no private institution, except the concessionary companies is part of the system. As such, only statistics produced by INE, its delegated bodies (the ODINEs) and the Central Bank (BM) are considered official statistics, being the delegated bodies the Ministries of Health, Education and the Ministry of Agriculture and Rural Development. Still, the following entities are part of the National Statistical System through the High Council of Statistics:

- president of INE;
- a representative of the BM;
- a representative of each Central Body of the State Apparatus;
- two representatives from national universities to be appointed by the National Council for Higher Education; and,
- representatives of business associations of up to a maximum of three, of which one from industry, one from agriculture and one from commerce.

¹⁹¹ Centre for democracy and Human Rights, the Human Right's League and Women Fora

¹⁹² *DECRETO N.º 34/98 de 1 de Julho*, Regulamento da Lei N.º 7/96, de 5 de Julho, Lei de Bases do Sistema Estatístico Nacional

Each sector should have a statistical unit whose statistical production is coordinated by the planning department, especially for internal use. For certain statistics they may need INE's data. This is the case of population data at different geographical level to produce estimates such as the net and gross enrolment rates in the education sector.

INE is officially the coordinator of statistics production. As such, it defines statistical standards, concepts and methodologies for production of official statistics. It also coordinates data collection. This can be in relation to the production of publications such as the statistical yearbooks where all sectors are called to contribute, but it can be in relation to specific sets/topics such as the Agenda 2023, the Agenda 2063 or any other similar set. As it can delegate statistical production to other sectors, INE also evaluates the statistical capacity of each sector in terms of their human, infrastructure and financial resources needed to produce statistics that respect the principles of relevance, impartiality and equal access, professional standards and ethics, accountability and transparency, prevention of misuse of data, Efficiency, confidentiality, legality, use of international standards. ODINE's data collection projects including coverage, definitions and methodologies as well as the produced reports are submitted to INE in order to be considered official.

Overview of Administrative Data Systems

Administrative data is produced to support planning process. Among the state apparatus (official and unofficial statistics producers) with relevant administrative data for measurement of discrimination and inequality are the sectors of:

- Ministry of Justice/Interior – access to justice, protection, Gender-Based Violence; major available data concern ***hate crimes and hate speech***: Prevalence, by type of bias motivation

& type of offense¹⁹³ without including the “perceived prevalence of hate crimes and hate speech, by type of bias motivation & type of offense”

- Ministry of Health - health issues;
- Ministry of Education – education related issues;
- Ministry of Land and Agriculture – access/use of land for agricultural purposes;
- Ministry of Labor (including the National Institute on Social Security, the Work Observatory, and the Labor courts) – employment and unemployment, social security, justice at work;
- Ministry of Gender and Child and Social Affairs – social assistance to vulnerable people;
- The Ministry of Public Employment and State Administration – employment in public sector, local governance, and deaths by conflicts; with sex/age disaggregation;
- The National Institute on Disaster Management – covers data on conflict affected families and natural disaster victims/survivors;
- The National Election’s Commission (this is not a government entity, it autonomous with political configuration – the parliament and seats occupied by women
- Department of Family Support and children Survivors of Violence (Departamento de Atendimento a Familia e menores vitimas de

¹⁹³ For the ICCS, Hate crime is a crime in which the victim is specifically targeted because of their characteristics, ascribed attributes, ascribed beliefs or values such as race, religion, ethnic origin, sexual orientation and disability, amongst others. Hate crimes include crimes motivated by Racism and Homophobia. Gender-based crimes and crimes with an explicit or implicit political agenda should be excluded. Racial discrimination, at minimum, is any distinction, exclusion, restriction or preference based on race, color, descent, or national or ethnic origin which discourages or prevents equal recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. Hate speech fall under category 080322 Violations of norms on intolerance and incitement to hatred (Unlawful expressions of intolerance and incitement to hatred).

violencia) Different types of crime on domestic violence is also disaggregated by sex, age, and perpetrator.

- The National Commission on Human Rights (is an autonomous entity composed by government and non-government representatives) – it deals with any human rights issues not covered by justice and interior services.
- Central Bank of Mozambique collects data on access to financial service and to credit as all commercial, microfinance and public financial services are registered and must comply with the obligations on bank supervision which include data sharing. Private entities, such as the mobile phone companies also collect data on its clients as the use of their services do demand registration. However, the central bank has hardly produced social related indicators. Mostly, they disseminate aggregate data on the credit to the economy (the total sum of credit provided to individuals, companies and Government). So, reporting of these social wellbeing related indicators, has been having as major source the household-based surveys, and partially, the administrative data.

The civil society organizations (CSOs) have no role in relation to production of official statistics, including those on discrimination and inequality, and despite dealing and collecting data on human rights. The data bases they produce have not even been used by the government for statistical purposes. The conversation with INE representatives indicated that this is because there is no mechanism for validating data according to established statistical principles. There is also the risk of duplication of data, as they do not always act independently. It would be easier for each area of intervention for NGOs to report their data to the institutions with which they work. The interviewed CSOs (i.e., **Liga dos Direitos Humanos, Centro para Democracia e Direitos Humanos and Lambda**) produce administrative

data on hate crime and speech, on discrimination and on equality promotion. However, the NGOs/CSOs produced data concern cases of sexual and physical violence against women and children, litigious divorce, workers related complaints, hate against thieves and the elders (own hands justice by single person or a group of community people), crimes within the electoral context, land/property grabbing, imprisonment beyond preventive time. Other than these hate crimes and speech, one NGO focus specifically on discrimination and harassment against LGBT (lesbians, gays, bisexuals and transgender) society. So, we are talking about hate crime and speech, and experiences of discrimination and harassment, perceptions excluded. The **Forum Mulher** did not have a database, but it has the potential for its development as it can aggregate data from all NGOs working on Women Human Rights, and it has national coverage. The interviewed organizations produce data on hate crime and speech, on discrimination and on equality promotion.

Apart from the government institutions and CSOs, there are national household survey data available related to discrimination and inequality. Household surveys have been the major data sources of social, economic, cultural and political related data and statistics. However, except for gender-based violence, they fail to capture cases of direct discrimination. Surveys do cover most of the indirect discrimination specific thematic areas and are made publicly available. The major data repository at INE page (www.ine.gov.mz) and it is possible to register at <https://mozdata.ine.gov.mz/index.php/auth/register> to access microdata from different surveys and population census (10% of the whole universe).

There are themes under discrimination and inequality without data, not only in terms of the way the indicators are defined but also in terms of data availability. The themes are;

1. Experiences and Perceptions of Discrimination & Harassment
 - o Prevalence, by grounds, by different domains (“areas of life”), by perpetrator.
 - o Perceived prevalence.
 - o Effects on the person.
2. Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
 - o Public reporting, by type of authority & reasons for non-reporting & satisfaction.
 - o Convictions & reparations provided to victims.
3. Attitudes Towards Minority Groups
 - o Level of hostility vs. ‘acceptability’ towards different social or ethnic/racial groups.
 - o Attitudes on equal treatment of groups, multiculturalism, integration.
4. Promotion of Equality
 - o Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
 - o Effectiveness of national efforts to fight discrimination/harassment/hate speech.

Of note, there are laws, regulations, and policies designed to govern the collection, analysis, dissemination and use of data within the country guiding the government and non-governmental processes. For instance, Mozambique does have a national statistical law, the “**Lei N. 7/96 de 5 de Julho sobre Bases do Sistema Estatístico Nacional**” and its regulation, although dated from 1996 (almost 30 years ago). While impartiality is among its principles, this is mentioned from a broader perspective. No matters of discrimination or inequality are mentioned. Additionally, this regulation does not provide strong information on the linkage with production of administrative data.

Table 12: Available surveys and census data with discrimination and inequality data

Area	Data Sources	Covered Domains
Economic structures, participation in productive activities and access to resources	Population census (1997, 2007, 2017) and reports;	Education, health (fertility, mortality, morbidity), migration, employment, living conditions: data can be disaggregated by sex, region, age, handicapped condition
	Household budget surveys (1996/7, 2008/9, 2014/15, 2019/20, 2022/23) reports, the 2021 the Baseline Agriculture Sector Survey (IBSA), Anuario de Estadísticas agrarias 2015.	Data at individual level: Education, health, employment, income (can be disaggregated by sex, age. For geography it only at national, urban rural and province level) Data at household or exploitation levels: living conditions, expenditures, household assets; agriculture production and outcomes.
Education	Population census reports, INE's Household Budget surveys-based reports, MINEDH's Intake and performance reports ("Levantamento Escolar" and "Aproveitamento Escolar"), and online data.	Education coverage and quality Data aggregated at school level.
Health	The Demographic and Health (DHS) Survey; the Immunization, malaria, and HIV/Aids Indicators Survey (IMASIDA), The Multi Indicator Custer Survey (MICS)	Health indicators, including immunization, child use of services, HIV and AIDS, Violence against women. Data is strongly sex disaggregated, and other disaggregation may cover region, income groups. No much information of disability.
	Population census, Household Budget surveys, MISAU's administrative data	Fertility, mortality, morbidity, coverage of health services and quality of service
Public Life	Government reports (PNAM)	Not covered
Women Human Rights	Reports of the Demographic and Health (DHS) Survey; the immunization, malaria, and HIV/ Aids Indicators Survey (IMASIDA), the Multi Indicator Custer Survey (MICS), Population census report, Household Budget surveys, MISAU's administrative data	
Poverty	Poverty and wellbeing report (1996/7, 2008/9, 2014/15, 2019/20), poverty profile section.	Indicators at household level

It is only among one of the NSS bodies, The High Council of Statistics¹⁹⁴, where it is mentioned the mandate of encouraging the use of administrative acts for statistical purposes, formulating recommendations with a view to the use, in administrative documents, of statistical concepts, definitions and nomenclatures, as well as access to the respective data. So, although relevant, administrative data have not been the main source of data for statistics production. For instance, maternal mortality rates cannot be estimated based on intra hospital data because they fail to capture all maternal deaths occurring outside health units, despite the legal obligation of taking the deceased person to the hospital mostly for death certification.

The 2020-2024 Strategic Plan of the National Statistical System (PE-SEN)¹⁹⁵ yet fails to address issues concerning direct discrimination such as:

- Experiences and Perceptions of Discrimination & Harassment
- Hate Crimes and Hate Speech
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
- Attitudes Towards Minority Groups
- Promotion of Equality

This is despite the fact that the Ministry of Interior trying to capture elements of direct discrimination for cases such as gender-based discrimination by integrating among its statistics data on domestic violence: sexual, physical, psychological and patrimonial violence, homicide and frustrated homicide, forced copula (with or without disease transmission).

¹⁹⁴ The other bodies of the NSS are: the National Institute of Statistics, the Central Bank, and the General Population Census Coordinating Council.

¹⁹⁵ Conselho Superior da Estatística (2020), Plano Estratégico do Sistema Estatístico Nacional, Maputo: CSE

So, it can be said that PE-SEN rather places stronger emphasis to indirect discrimination through strengthening inequality related statistics and the use of administrative data. The Strategic objective

In summary, overall, when discrimination and inequality is concerned, it could be said that together with lack of universal coverage, the administrative data fails to show consistently issues on discrimination, the only exception being the discrimination against women and the child girl in its different forms in the form of gender-based violence. Essentially, administrative data refers more to inequality or indirect discrimination than to direct discrimination.

Data systems do face internal challenges: while sectors such as education, health and social welfare have initiated development of digital systems of data/information management, they still fail to cover all parts of the country. Just like others, they still function paper based, with digitalization being done *a posterior* sometimes in a word format (like in the case of the Ministry of Interior). In the education system, individual student data is not digitalized, and statistics are produced having the school as the primary unit of measurement.

Data entry does possess a unique identification number but this number is only relevant within the management context of the concerned entity as such, i.e, there is no communicability or possibility to link data sets with other entities or sectors.

Despite improvements in sectors like the interior, not all sectors manage to register events on time. New-born babies' registration has improved as there is an expansion of the civil registration posts to the point that mothers can register their babies right at the hospital where they gave birth (in case of absence, the father can profile the child later). However, when death and marriages are concerned, registration may never occur mostly in the rural areas not only because of distance to services, but also due to cultural factors like in cases of polygamous weddings.

It is a general characteristic that raw/primary administrative data is not shared with the public. The major form of data sharing is through publications with summary statistics, but when direct discrimination is concerned the system fails to emphasize their existence and respective characteristics. The little available data is only shared upon request.

Of note, CSOs/NGO's do own databases for the management of their interventions. The level of sophistication of data management varies by organization, with one organization, Lambda, using a software for data entry distributed among its staff at province level, and the other, CDD, having started digital database organization in the current year. One organization yet operates completely paper based despite its national coverage. Data suffers from lack of national representation despite the organization's efforts to cover the whole country. Their data captures issues that include hate crime and speech, discrimination and harassment, and GBV. Enhancing their statistical capacity consists in the major challenge they face.

Therefore, it can be said that although weakly emphasized, there is a regulatory framework which would boost administrative data-based production of statistics on discrimination and inequality.

Data Challenges and Gaps Analysis

The following are some of the challenges and gaps characterized with the production of administrative data on discrimination and inequality in Mozambique.

Direct discrimination

- Data on “Hate Crimes and Hate Speeches” do suffer from the data collection process. Data is essentially collected paper-based and sent via WhatsApp in a process starting from police stations up to the “Commando Geral”, and if it concerns crimes within the family context data is processed by the “Departamento de Atendimento da Família e Menores Vitimas

de violencia”. It's a long way until data entry and processing is digitalized for statistical purposes; Exception is that of INAS where the child component of social welfare is digitalized. Within the NGO context, a single one enters data directly in a software installed in the justice focal point's cellphone. Data is automatically visible/accessible at coordination level to follow up cases and produce reports with statistics.

- Data collection do cover all police systems of the country, both urban and rural. However, hate crime and speeches prevalence estimates may be biased (underestimated) because many cases of hate crime and speech may not reach the authorities, both community courts and the official police premises. And, hate can be disguised: the same way that a man may damage a wife's investments on the ground of financial drawbacks while in reality it is fear of losing control over her, a person from a different ethnic group can be killed on the grounds of involuntary crime, while in reality it was premeditated, and had a race ground;
- Each institution does have its own way of coding or identifying the cases reaching to them. So there is an identifier which allows to know where does the case originate from. However, Data systems do not communicate among institutions dealing with the same case. For instance, the Ministry of Interior identifies cases based on their own file identification system, the file number. But, if the case is addressed to the judicial system (the legal support and the attorney system), another ID is provided. So, there is no way the Ministry of Interior can know about the closure of the case, including the culpability background, and the convictions & reparations provided to victims. This seriously hampers analysis and the possibility of using data to inform policy formulation, and revision of internal procedures

when dealing with cases. NGOs claim against lack of access to police information in order to follow up cases they must deal with.

- An important larger scale essay within the public sector has been the project on registering cases in a digital format using the Pasquerilla Health Center (PHC) software by the “Departamento de Atendimento a Familia e a Menores Vitimas de Violencia” of the Ministry of Interior. Unfortunately, this project only covers 5 provinces of the country, and up to 5 districts in each of the provinces. So, the system only helps to compare data produced by the “normal system” and this digitalized system. Besides, reports have been already standardized (in build in the system), and the staff is not being able to produce their own tables. As reports cover all types of crime, it is only easy to get summary statistics on obvious cases of discrimination (those classified by the Penal Code) like the Crimes against humanity, cultural identity and personal integrity (racial, ethnic and religious discrimination). If the classification is done at upper level (to omit details of the crime type), then it becomes difficult to identify discrimination cases;
- Another important project is the one on Gender-Based Violence coordinated by the Ministry of Gender, Child and Social Affairs, congregating the 4 components of multi-sectorial assistance to violence survivors: Health, Interior, Justice and social assistance. Unfortunately, it is yet a paper-based system. But it has the advantage of having a unique ID number for the same process, what eases case management, data use, and minimizes violence survivor’s emotional pain by limiting the number of times she/he has to describe the occurrence;
- Data on hate crime and speech is collected every day and sent both under case by case description and as summary (like total number of cases) to the hierarchic upper level of

administration. Their classification is based on the Penal Code. And, available statistics are simple tabulation of occurred crimes, with no special attention to cases of discrimination. Limited technical capacity imposes that any data processing going beyond simple counting of reported cases by type of crime (say, to produce cross tables) becomes a very big additional burden;

- But, when discrimination and harassment data is concerned, Lambda focal points in different provinces register the case, and only managers at central level can use it to produce any statistic/report. The focal point can only see the information it has entered.
- Within the public sector, data protection can be said to be there as only the head of police department sends information to specific persons by telephone. But questions could be raised about the efficiency of the protection system, especially in cases where telephones are lost or stolen, and if due to prejudices against social groups the information is displayed/shown to the perpetrator because “they believe it is correct to do”. Common cases are those related to gender (because a police officer may agree that it is correct for a husband to beat his wife, for instance) and wealth/race (when a person thinks that it corrects to usurp someone else’s property because he/she is poor while the other belongs to a “privileged group”, for instance);
- Not all NGOs do protect their data properly. For some NGOs this is mostly file/data storage than protection.
- Ministry of Justice simply does not display even summary statistics on the specific types of crime with detail. The only disaggregation of cases is by civil and crime cases. It is the Departamento de Atendimento a Familia of the Ministry of Interior who, upon request, provides details on the types of crime and the perpetrator.

- Harmonization between crime classification from the Penal Code with the International Crime Classification for Statistical Purposes (ICCS) is needed to produce exactly what the indicators are expected to show. So far, the officers cannot tell if the system has any sort of linkage with ICCS or not. All they can say is, “it is according to the crime classification in the Penal Code”;
- No surveys have been undertaken to capture information on “**Attitudes Towards Minority Groups**” and on “**Promotion of Equality**”.
- Data sets are not publicly available. Both data sets within the Ministry of Interior and Ministry of Justice context is kept as classified, being one of the major reasons the need to avoid obstructing the justice. So, if ever available, only summary statistics will be provided. The situation is the same within the NGOs, being, in the case of Lambda, the fear of further harassment or exposure abuse.

Indirect discrimination

On indirect discrimination, the 28 indicators where data is not available the following factors have been influential:

- Different criteria applied on indicator measurement: in the case of SDG 1, official poverty measurement has been based on the basic needs approach (the multidimensional poverty) using household-based surveys. This has been the responsibility of the Ministry of Economy and Finance in partnership with the National Institute Statistics (INE). The Ministry of Gender and Social Affairs has been targeting the vulnerable population in their social assistance packages and for this purpose they have been working with support of the administrative structures in the country who point among community members those who are vulnerable/poor and deserve institutional support. So, they produce their administrative data whose coverage has not been satisfactory

as core rural areas have not completely been sufficiently covered despite positive progress along the time. Issues on legitimacy of the beneficiaries have been raised though as despite the fact that INAS (the National Institute on Social Affairs) tries to audit the beneficiaries’ suspicions of non-compliance with regulation yet exist. Unfortunately, essays to harmonize the two criteria has implied severe cuts on the eligible population and left questions on the validity of the applied criteria. This issue needs yet to be solved, but it definitively imposes caution in the use of both survey-based and the administrative data;

- Health related data on SDG 3 is collected administratively. The issue concerning this data is its lack of coverage for many cases of health-related problems do not reach health units for different reasons that may include distance to hospital, knowledge/perception of the diseases and their causes versus cultural factors, and the availability and quality of services. As such, most of health-related official data is survey/census based; Coverage and/or conceptual problems are also applied to data on employment, education, gender-based violence, and mortality. The case of water and sanitation reflects the fact that most of these services are also public, private and own provided. And, for early marriages as well as other cases of vital statistics the coverage problem is exacerbated by cultural factors as important life events are dealt with traditionally. This is the case of traditional marriages which is worsened by limited child registration at birth.
- Outdated data collection system still prevails. In the education sector, for instance, data is still collected by paper. So, data is collected at school level and sent to the Pedagogical Influence zones (ZIPs) and to the district level paper based. Only the province digitalizes data to send to the central level. But at each province level there is only 3 technicians working on statistics. At central level, 5

technicians cover the whole country. Data at individual level (for each student) only exists in paper format of the student files. In the Ministry of Health, from the 1820 health units in the country, only 3 input data at individual level directly although not covering the whole modules (pharmacy, lab and the X-Ray section are not yet covered). Up to the district level a mixture of paper-digital system is functioning where the health staff register the incoming cases then a report is produced per department and submitted to the IT personnel. Below the district level, rural health units submit their paper-based reports to the District Services of Health, Gender and Social Affairs.

- Data sets within a specific sector do not communicate with other sectors as there is not a unique ID number and not all sectors have been computerized. Within the health system, health units use a file number as the unit of identification of the health service users but the system suffers from serious weakness being double counting the most serious one: if the user has lost or forgotten the card, then a new number is attributed to the patient. In some cases, each health department has its own registration process which again do not communicate with the rest of the health unit. Very large hospitals have started to introduce computerized registration services but its efficiency must yet prove to be more effective than the older one.

Furthermore, there are issues of harmonization of concepts and methodologies - For employment analysis for instance, differences apply based on the definition and methodology used for unemployment estimations. While INE's definition is much wider to capture both formal and informal employment (based on household surveys or census), within Ministry of Labor statistics, employment estimations only cover formal/registered employment. Implications in terms of unemployment rate estimations are therefore present. There is, however, an agreement that for

official reporting employment/unemployment estimates are those provided by INE which are also harmonized with the international classification of Status in Employment (ICSE93).

On poverty estimations, there are also methodological differences. The official responsibility of producing poverty estimates falls under the Ministry of Economy and Finance (MEF) based on household budget survey data produced by INE. Nevertheless, the National Institute on Social Affairs (INAS) must provide social assistance to the most vulnerable group of the population and as such it needs to define who it considers as poor person for targeting purposes. Relevant now is that MEF uses the non-monetary approach to poverty estimation¹⁹⁶, while INAS only targets vulnerable people such as the female headed households living in poverty, the households headed by children and by elders living in poverty, and people suffering from chronic diseases. It also complements efforts by the Ministry of health to reduce child malnutrition by identifying and assisting those children born outside the official health units and needing social assistance. Essays to reduce selection errors/bias introduced a poverty scorecard based on the non-monetary approach but it resulted in the reduction of INAS beneficiaries with many proved poor people left outside the system. Harmonization efforts need to be continued.

Coordination with INE is also done with public entities, universities and the donor community (including the World Bank), but this is mostly in relation to surveys and census data and/or program reporting outcomes. Very little focus has been placed to administrative data.

In summary, there are still lots of challenges in the field of data availability for measurement of discrimination and inequality. Furthermore,

¹⁹⁶ Please see: the Alkire and Foster approach to Multidimensional poverty analysis, the Mozambican case on: Ministry of Economy and Finance (2010), Pobreza e Bem-estar em Moçambique - terceira avaliação, MEF: Maputo <file:///C:/Users/user/Downloads/TERCEIRA%20AVALIA%C3%87AO%20NACIONAL%20DA%20POBREZA1.pdf>

- Statistical legal framework is outdated;
- There has been poor coordination between INE and the delegated statistics production, the ODINEs;
- There has been financial and quality human resources deficits;
- There has been absence of a standard organization chart that specifies the duties and functioning of ODINEs in the ministerial departments to which they belong, including a statistical development strategy;
- Statistical production has not covered all areas of concern, including among the Sectors or ODINEs;
- Lack of a quality assurance policy and of data and micro-data dissemination policy within the NSS;
- Absence of interconnectivity or intranet between INE and its delegates at province level, and no data base connectivity between INE and other statistics producer's bodies within the NSS; and;
- Absence of data exchange mechanism among NSS bodies.

Some of the possible suggestions for addressing the data challenges and gaps include;

- It is a long way until the issues presented above can be tackled as the priority would be expanding coverage of services in such a way that their availability minimizes the factors influencing limited use/demand. Progress has been registered in expanding services to district centers, but below this level the challenges are yet present.
- Peculiar cases are those concerning unemployment and poverty benefits. On unemployment benefits, the Ministry of labor continue to collect data on unemployment such that if an enterprise is willing to recruit workers, the Ministry can serve as an

intermediate. However, incentives for people to register has been declining more and more mostly because employment offers are limited and no unemployment benefit is acquired. The changing structure of the economy towards more informality¹⁹⁷ only adds to the disincentives for unemployment registration.

- This is the same as in case of poverty. The National Institute of Social Welfare (INAS) has not been able to cover the whole universe of the vulnerable population. In fact, depending on the budget availability, it updates the list of beneficiaries quarterly, to include more beneficiaries (or even reduce them). They have already shifted from basic survival food (and non-food) basket of good to money distribution, just to cut the inherent expenditures. And the introduction of the PMT package cut even more the number of beneficiaries they cover. This reduces the incentives for registration.
- On political willingness to tackle discrimination and inequality, it can be said that the legal framework does exist to do so. However, as for inequality, data do exist only needing improvement, data on hate crime and speech and on experiences of discrimination and harassment could also be more expanded to show where prevalence is higher by sex, age, ethnic groups, location, disability condition, migration status, sexual orientation and any other type of relevant peculiarity.
- Reducing data gaps by digitalizing data entry systems constitute the best way to improve administrative data collection with accuracy as data is entered at individual level and entry mistakes are minimized while real data is accessible on time. So far, only the health sector management information seems to be advanced yet with its own limitations. Lambda is the most progressive one.

¹⁹⁷ Please see: UNUWIDER (2022), *Survey of the Mozambican Manufacturing Firms - IIM2022*, <https://igmozambique.wider.unu.edu/report/survey-mozambican-manufacturing-firms-2022>

- As no institution is using ID as the unique identification number, alternatives would be to use the civil ID number or the Identification Number of the Citizen (the NUIC). The Ministry of health is expecting to use this NUIC, a number attributed at birth as established by Law 12/2028 of the 4th of December¹⁹⁸ on birth, marriages, divorces, deaths and adoption registration. Would other entities be willing to adhere to the use of the NUIC, adjustments would need to be done. In the education sector, for instance, the data entry unit would have to go down to the individual student level instead what it has been using now, the school. Caution would also be needed: according to the INE's Vital Statistics Report – 2022, only a third of the children is registered in their first year of life, and 70% of them are registered when they are 17 years old. Among adult population, mostly the elders, registration rate and age estimates can only be worst as they did not have any incentive for registration such as be able to go to school.
- Digitalizing data entry/storage comes at cost. So far, the known cloud based data storage system users are the ministries of health and interior, and the NGO Lambda. This used has been highly sponsored by the development partners. But, in the case of the Ministry of Interior where public budget is being used to pay for the services alarm on payment capacity has already been activated. Sustainable systems of data storage and management are needed to overcome this technological challenge. This would help other entities yet operating paper-based.

Data Capacity Gaps

Data capacity in Mozambique is just minimal. Efforts have been made to develop human capacity. For instance, it has been promulgated by law that only people with tertiary level of

¹⁹⁸ Lei 12/2018, de 4 de Dezembro, estabelecendo um enquadramento legislativo para o registo de nascimentos, casamentos, divórcios, óbitos e adopção

education (those with completed university level) can be employed in the public sector. Also, donor supported projects have managed to improve ICT and infrastructure development as it is the case of the Ministry of Interior pilot project for provinces of Gaza, Manica, Nampula, Cabo Delgado e Niassa Provinces.

However, projects have failed to have 100% coverage of the selected Provinces. Also, the country is immense, so the number of districts is also large (154 districts). Rural police stations may operate in areas where there is no electricity, so only solar panels and adapted rooms (like the containers) can help function a data management unit. As the country faces financial restrictions since the 2013 financial crisis, public spending has also been limited before larger demand resulting both from population growth (of 2.8% per annum) and a larger exposure to people's rights also in terms of legality.

Within the indirect discrimination, the data capacity gaps are also present. As there are ***schools functioning under the trees***, one cannot expect existence of a computer. ***Rural hospital capacity/ quality improvement have mostly relied on development partners, including national and international NGOs***. But not all rural hospitals have benefited from that partnership and they may function in 2 or 3 rooms, under very crowded conditions.

Human resources for data collection and statistics production are ***still limited***. As it was mentioned before, the education system has only three persons per province dealing with data management. At health unit level, it is one person doing so. High mobility among staff imposes constant training and recycling of the staff in such a way that when one is lost, there is a possible replacement alternative. No interviewed entity has mentioned being aware of the International Classification of Crime for Statistical purposes.

Internet connectivity does not reach all areas of the country. Despite huge improvements, there are yet rural areas where the system does not arrive.

Community courts which should take complex cases to upper levels of justice (police stations or attorney services) do it verbally (in person or by telephone) as no IT mechanism have been put in place for their operation.

As **statistics on discrimination and inequality are not widely developed in the country**, training on this subject need to be provided to all relevant entities collecting, processing, analyzing and disseminating this type of data.

Data Quality Gaps

All public entities to whom statistical production have been delegated, the ODINE, must comply with the statistical principles of relevance; accuracy; timeliness; coherence and comparability; accessibility and clarity; privacy and security. Coordination with INE guarantees that all data collection projects must demonstrate how they will respect these principles. If **human resources and data collection infrastructure is not available**, then INE does not delegate the data collection responsibilities to that entity. But this concerns mostly surveys and census.

When administrative data is concerned, the primary responsibility for assuring quality falls under the collecting entity itself. Here **quality assurance is done at each level of intervention**. So, within the schools, the administrative staff together with the school director will check the data they send to the ZIPs, to the district level administrative level, and so on. All schools will not want to default data collection procedures because it is upon this data delivering that the school will receive its school functioning fund. Within the health units the Head-Physician will check with each area of specialty the produced data what is in turn submitted for digitation. This is also done for epidemiological surveillance purposes. But, because there is the above-mentioned user's identification issues, data need to be read carefully. Within the justice system, major identified issues concern, on vital statistics, the **time accuracy**. Despite improvements in child

registration, many are parents who don't know the exact data of the child birth. And because fewer are the forensic services, date of death may also be inaccurate. Accuracy of migration data has been improved by introduction of digitalized system at the borders. However, **borders are not exactly formal everywhere in the country**: there are part of borders which are just a road (like between Malawi and Mozambique) or a tree trunk. So, local people (as they know each other) cross the border without proper registration.

Administrative data is essentially used internally by accredited personnel who must abide to the statistics principles. When an external person to the system would like to use the data, ID related variables are removed from the data set, after a set of project documentation was submitted to the providing entities. It should be recalled that Mozambique has ratified the African Charter on Statistics and works in collaboration with the World Bank, the IFM, and the United Nations as a whole.

Overcoming the observed challenges means **creating the needed human capacity and infrastructure development**. This implies mobilizing financial resources for the implementation of the envisaged interventions for a huge country that Mozambique is. Some interventions can be however covered by the country:

- Defining the unique identification number that serve all administrative purposes;
- Identify the core entities (and at decentralized level) needing support/improvement;

Other interventions will need more investment resources that the country does not own currently:

- Infrastructure, including possible use of container or modular buildings,
- Computer, human resources;
- The intranet (or internal server);
- The complete public sector IT network, among others.

Data Accessibility and Use

No interviewed entity has mentioned **providing access to primary (raw) administrative data**, especially when direct discrimination is concerned. Exception was that of the Ministry of Health which has indicated that this data can be provided upon request and after submission of the respective project concerning the use of the data. All this information “contradicts” what the INE web page tries to show. As seen in Table 3, MOZdata, the primary level data stored at INE’s web page, says it is possible to access data. The problem is that when one tries to access to data you must fill an application form and a message show saying that “an email has been sent to you to access data”, but that email never arrives so one doesn’t know whether it was email misspelling or really the webpage does not work.

Most of the administrative data is **accessible as aggregates** and can be found in monthly and annual publications either within the sector itself or through the INE’s web site. On direct discrimination INE publishes in the Social Welfare component (sector statistics), those aggregates monitored by the Ministry of Gender, Child and Social Welfare, concerning domestic violence. The aggregates/statistics are based on data produced by the “Departamento de Atendimento a Familia e Menores Vitimas de Violencia” covering:

- Number of reported cases by age and sex
- Violence against children, adults and elder by sex and perpetrator
- Type of violence according to classification provided by the Penal Code and the Law 19/2008 on domestic violence
- Crime against sexual freedom
- Civil and other cases

Within the Crime and justice report (by province and country total), statistical data is available in relation to indicated cases by sex, and the situation of the prisoners (pregnant women and women

with children). Other topics concern: criminality rate, crime screening situation, road accidents, procedural movements in the court, and type of exit.

On indirect discrimination it is possible to find the following publications:

- Estatísticas de indicadores sociais (Statistics on social indicators). It covers:

On education:

- o Enrolled students by level of education, sex and age, according to type of school (private or public and total)
- o Gross and net enrollment rates by sex and level of education
- o Graduation and dropout rates.

On health:

- o Staff, by sex and level of education
- o Nutrition indicators
- o Vaccines by type and target group

On Social security:

- o Number of beneficiaries of social security by sex
- o Value paid for different subsidies (including maternity leave)

On social Welfare:

- o Beneficiaries by type of program by type of vulnerable group (female head of households, people with disabilities and with chronic diseases, orphaned heads of households, elders living with orphans ...)
- Territorial Statistics (data by province and districts): education, health, social welfare, water (water sources, served population by sources and water supply systems;
- Vital Statistics Reports: data on births, deaths and their causes;

- Sector statistics: Social welfare, health, education;
- Statistical yearbooks: education, health social welfare, justice and labor force (emigrant workers, professional training, control of labor legality, social security).

Not all statistics are produced annually, however. As such, there **should be a kind of a timetable defining when each type of report is supposed to be produced, and areas they expect to cover.**

As mentioned above, the National Statistical System has been promoting the development and use of administrative data, although census and surveys still consist on the main data sources for social and economic analysis. The major developments **in promoting administrative data has been on indirect discrimination**: the project COMSA - the system of surveillance of vital events¹⁹⁹ (or Sistema de Vigilância de Eventos Vitais) co-implemented by INE, the Ministry of Health and the Ministry of Justice; the INFOVIOLENCE system, a project on gender-based violence, which unfortunately have very limited national coverage and can only be used to compare progress towards institutional registration of cases in specific areas of the country (where the project is established), and the child component of the social welfare program from INAS.

COMSA project is supported by the John Hopkins University and **aims at improving access to data on pregnancies** and its results, deaths and their causes and it's an important data source alternative as around 170,000 households are covered serving as a good statistical basis to produce nationally, and provincially representative data. The 700 community surveillance agents were trained and advise families to register their life events within the Ministry of Justice entities. While not being directly an administrative data set (because the registrations are not directly inputted in the Ministry of Justice related services), the project helps to improve the quality/quality

¹⁹⁹ Please see: <https://comsamozambique.org/inicio>

of the Ministry of Justice data as more and more people are accruing to the system as a result of the work of the community agents; and, this data set can be compared with the already undertaken official registrations. It's important to remark that efforts have been undertaken in order to improve civil registration. The introduction of the electronic system of civil registration and vital statistics (e-SIRCEV) as well as the expansion of these electronic services to cover 165 of the 166 civil registration posts, the integration of these services in the Mozambican embassies abroad, and the establishment of the compulsive character of civil registration (up to 180 days for free new born child registration, and 90 days for death registration) have been helping to increase vital data development²⁰⁰.

The INFOVIOLENCE system from the Ministry of Interior collects data on gender-based violence. With coverage of only 5 of the 11 provinces of the country it only manages to include up to 4 districts in each province. But it is an **integrated system in the sense that all crimes occurring within the family context and reaching police offices are digitalized and all relevant entities (justice, interior, health and social assistance) are part of the system.** And, a unique ID is used for the violence survivors, multiple questioning of the survivor is minimized, and all stakeholders can take action based in a concise information/data.

The INAS child subsidy component is part of the welfare program. It targets children aged less than 2-year-old born outside the health units showing signs of malnutrition. A local focal point identifies those children within the community (the community itself and the local leaders may help scrutinizing those malnourished children) and take them to a health unit for better diagnostic. If malnutrition is confirmed the child is registered in the e-INAS platform on child subsidy after the department of women and social welfare has produced the list within its district level jurisdiction.

²⁰⁰ INE (2022), *Relatório sobre Estatísticas Vitais 2021-2022*, Maputo: INE.

COMSA data is the only platform accessible to users. So, anyone who would like to undertake research using vital events is welcome to use it. This is unlike the official administrative data which is almost impossible to access to. Data producers/owners in coordination with INE do have a role in overcoming this problem, for it is a matter of confidentiality the identification variable can be removed from the publicly accessible data file. Initial essays have already started (although not working!!!). Political consensus should also be reached on this matter too.

Good Practices

The INFO Violence project is an example of good practice for the country because:

- It's a digital system of data entry and management;
- It uses a unique identification number of the violence survivor;

- Four different entities are involved in the platform: The Ministries of interior, Justice, health and social welfare. As such, the survivor sometimes a girl child does not have to inform again and again what has occurred with her as all information is in a single file.

So, if it could be expanded to cover the whole country it would help a lot managing cases and data on discrimination against women, girls and children, especially because the system involves all stakeholders of the mechanism on prevention and combat on violence against women and children while internally, cases are handled under a better management framework. There would be space to tackle issues of data protection and quality, but definitively human resource would need to be better trained in order to respond to data needs. Issues on access to internet and basic infrastructure would need to be covered too as many police stations function in deplorable conditions in core rural areas.



ANNEX 5
SOUTHERN AFRICA

BOTSWANA



Discrimination and Inequality Context

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 different forms. For instance, in Botswana, even though the distribution of women and men in public officials is symmetric, 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 sphere²⁰¹. 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 girls²⁰².

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)²⁰³.

Another community faced with discrimination and inequality injustices is the LGBTIQ+ despite legal rights changes²⁰⁴.

Nonetheless, despite the discrimination and equality challenges, the government of Botswana through its constitution provides for total elimination of 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.*" To uphold this principle, various policies, programs, acts, and strategies have been instituted, 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**, among others. 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 the realization of these goals. Moreover, Botswana is a signatory to numerous international and regional treaties and conventions⁶ including;

- International Convention on the Elimination of All Forms of Racial Discrimination (CERD)
- International Covenant on Civil and Political Rights

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

202 Gender-based violence on the rise in Botswana (2021); http://www.xinhuanet.com/english/africa/2021-04/15/c_139880835.htm

203 Mukhopadhyay. S & Moswela. E. (2019). Disability Rights in Botswana: Perspectives of Individuals With Disabilities. <https://journals.sagepub.com/doi/full/10.1177/1044207319871745#tab-contributors>

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

- 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 (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 treaties²⁰⁵²⁰⁶²⁰⁷;

- 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.

²⁰⁵ https://au.int/sites/default/files/treaties/36390-treaty-0011_-_african_charter_on_human_and_peoples_rights_e.pdf

²⁰⁶ https://au.int/sites/default/files/treaties/36804-treaty-african_charter_on_rights_welfare_of_the_child.pdf

²⁰⁷ https://au.int/sites/default/files/treaties/36400-treaty-0005_-_oau_convention_governing_the_specific_aspects_of_refugee_problems_in_africa_e.pdf

Role of the National Statistical Offices (NSOs)

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

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
- 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 the use of administrative data systems in decision making, policy formulation and tracking of the SDGs indicators. The above-mentioned MDAs 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 ensure that the privacy of individuals in relation to their personal 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 guides all stakeholders/actors producing, storing, disseminating, sharing and analyzing data sets in Botswana including administrative data on discrimination and inequality. In addition to the laws and acts, there are also mechanisms 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)** which guide data producers in producing and disseminating quality statistics and **Memorandum of Understanding (MoUs)** that facilitates cooperation and relationships.

The mode of administrative data collection in Botswana is through digital and paper-based means, 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 on a daily, quarterly, monthly, and annual basis. Quality control mechanisms guiding these processes exist at the SB and organizational levels.

It is also worth noting that although production, coordination and dissemination of administrative data records is an assumed function of the SB, this is not the case at the moment. The MDAs produce and disseminate data including administrative data on discrimination and inequality on their own. 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 13: Summary of administrative data sources, data collected, use and related challenge

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 exist clear a 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, send through a format, depends on the report -submit both electronically and hard copies. Formats 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, enough finances so as to be able to train data officers 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

International and regional treaty reporting

In Botswana, the Ministry of Foreign Affairs is in charge of international and regional reporting on the treaties. However, this is done in collaboration with the other ministries for instance, Ministry of Justice is responsible for reporting on Convention on the Elimination of All Forms of Racial Discrimination (CERD)⁶. SB is responsible for providing the needed data.

Data Challenges and Gaps Analysis

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

- **Incompatible data systems** - This arises from lack of harmonization in the collection and dissemination of administrative data records. Some sectors involved in the production of 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 produced data is mainly for internal use without consideration of data needs of outside users.
- **Skill development** – Skill development mainly occurs at national level. The NSOs at district and province level in many instances have no enough personnel with relevant technical skills for compilation, analysis and dissemination of 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. Additionally, 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 the production and dissemination of 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 data collected will enable them to report to both national and international frameworks such as the SDG's, Agenda 2063 among others. Additionally, to ensure that there is harmonization in definitions

and concepts used by MDA's, digitization of all data management processes with MDAs is on course.

Data Capacity Gaps

The data capacity gaps experienced in Botswana in relation to administrative data on discrimination and inequality include;

- **Technical Skills (statistical)** – Most MDAs in Botswana lacks the needed statistical skills for collection, analysis, compilation and dissemination of administrative data on discrimination and inequality.
- **Infrastructure** – The infrastructure available for use by the MDAs are not enough, and there is also no centralized system for administrative data records. This makes coordination, collaboration and sharing of data on discrimination and inequality challenging. However, ministries involved with production and dissemination of administrative data on discrimination and inequality such as the Ministry of Justice are in the process of developing their own centralized system.
- **Limited Resources** –The MDAs are under-resourced hence cannot effectively carry out administrative data activities from collection to dissemination. Additionally, for instance, the Ministry of Justice, have no enough finances to allocate for conversion of the paper-based files into electronic format.

Data Quality Gaps

Some of the data quality gaps experienced by the stakeholders involved in discrimination and inequality 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, poor interagency coordination**, amongst others.

Despite the challenges experienced with data quality, **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 data quality situation in the country.

Data Accessibility and Use

The production of administrative data in relation to surveys are 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., courts reports);
- Not easily **accessible** since many MDAs still capture administrative data manually or poses outdated infrastructures. Additionally, still there are no systems in place to collecting administrative data;
- Not **timely** due to poor infrastructure in place for easy data sharing amongst stakeholders involved. Data is collected manually.

Despite the challenges, the below ministries and departments in Botswana, have recognized the value of administrative data and promotes 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

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 Data Quality Policy which was published by Statistics Botswana and shared with the whole National Statistical Systems (NSSs) to promote production of quality data and statistics.



Discrimination and Inequality Context

Like many countries, there are incidences associated with discrimination and inequality that have been either mentioned or reported in Malawi. Over the past two decades, the country has undertaken various commitments to advance human rights and equity by both signing and ratifying numerous international and regional treaties and conventions⁶ including:

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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 addendum²⁰⁸
- Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa²⁰⁹

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, color, 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** that mandates "*the Commission to enforce 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.

Even though the country has put in place targeted efforts and interventions, geared towards non-discrimination and equality in the 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 as well as the mismatch between formal

²⁰⁸ https://www.sadc.int/sites/default/files/2021-08/Protocol_on_Gender_and_Development_2008.pdf

²⁰⁹ <https://www.ohchr.org/sites/default/files/Documents/Issues/Women/WG/ProtocolontheRightsofWomen.pdf>

and customary law practices within the society²¹⁰. 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 violence²¹¹. Members of the LGBTQI communities also face discrimination and inequality in Malawi due to the law\constitution failing to recognize them²¹².

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 labor, and early marriage as well as denying them education^{213,214}. The loss of status among older people has also been reported²¹⁵. Malawi also has 10% of its citizens living with disability who are often neglected²¹⁶ despite their rights stipulated in the Republic of Malawi Constitution. Additionally, 0.8% 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 witchcraft²¹⁷. 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 ²¹⁸.

210 Lovell M. Gender Equality, Social Inclusion and Resilience in Malawi. July 2021.

211 Molloy E. PROSPER Gender Equality and Social Inclusion Analysis Strategy. 2020b. p. 9; 12

212 HRW – Human Rights Watch. ‘Let Posterity Judge’ Violence and Discrimination against LGBT People in Malawi. USA: Human Rights Watch; 2018. p. 1.

213 CEDAW, Pre-session working group, Thirty-fifth session, 15 May-2 June 2006

214 UN report, 2006 General Assembly WOM/1560, 19 May, UN Department of Public Information

215 CEDAW, Pre-session working group, Thirty-fifth session, 15 May-2 June 2006

216 Research reveals rights breaches against disabled people during COVID pandemic in Malawi

217 Violence and discrimination against people with albinism in Malawi

218 My right, my health

The above asserts the need for administrative data systems in Malawi when it comes to discrimination and inequality to assist with achieving non-discrimination and equality both in Malawi and at a global scale.

Role of the National Statistical Offices (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

Overview of Administrative Data Systems

In Malawi, decision making and planning rely mainly on survey data. However, the country is transitioning and are in the process of complementing survey data with administrative data and therefore, the government ministries and organizations producing and compiling administrative data including on discrimination and inequality includes;

- Ministry of Gender, Community Development and Social Welfare (MoGCDSW)
- Ministry of Health and Population
- Malawi Police Station
- Ministry of Education
- Ministry of Justice
- Civil Registration and Vital Statistical System
- Ministry of Labour

- Ministry of Finance, Economic Planning and Development
- Ministry of Lands, Housing and Urban Development
- Ministry of Transport
- Malawi Human Rights Commission etc.

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

- Community Initiatives for Social Empowerment (CISE),
- Allied Rainbow Communities (ARC) International,
- Centre for Human Rights Education Advice and Assistance (CHREAA),
- Amnesty International
- Hope Plus Organization (HOPE) and amongst others.

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

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 through paper-based and digital means and exchanged electronically. The data collected is required by law and in many instances accessible through reports and publications. The thematic areas covered are;

- Experiences of discrimination and harassment; and
- Promotion of equality

Experiences of Discrimination and Harassment

includes 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 related to 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,

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 Ministry of Gender, Community Development and Social Welfare (MoGCDSW) uses the National ID as the unique identify making it much easier for these datasets to be combined and or connected 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 broken down 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, the frequency of data

sharing and exchange with the NSOs and NSS also does vary (i.e., quarterly, annually). The quality control and data protection protocols exist (i.e., raw data available at individual level but anonymized and processed at aggregated level). Moreover, there are also laws in place, that guide the production, dissemination, and use of data in general for instance, **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 are yet to be drafted. At the moment, the **Statistical Act of 2013** and the available **MoUs** are used to guide the production and dissemination of administrative data including on discrimination and inequality. Further, like many countries in

Table 14: Summary of administrative data sources, data collected, use and related challenge

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 17
Type of organizations collecting admin 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 and lack of gadgets such as tablets, slow down of the system, inadequate staff to collect data
Thematic areas covered	Promotion of Equality, Experiences of Discrimination & Harassment,

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 personal to assist with the administrative data processes etc.

Data Challenges and Gaps Analysis

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, stemming from a limited resource base and refusal by organizations to share data despite having MoUs.
- Cultural practices, beliefs, traditions, and social norms which also pose challenges. Significant efforts are needed to ensure the successful implementation of policies, programs, and the transformation of discriminatory traditional values.
- Data harmonization issues since there are many actors involved with no one common data collection template on discrimination and inequality indicators.
- Relies more on surveys for monitoring and tracking discrimination and inequality in the country.

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 as a result of staff rotation amongst the MDAs.

- **Infrastructure** - The NSOs are not adequately resourced in terms of office space (i.e., regional offices) making them not able to effectively and efficiently carry out their responsibilities.

Data Quality Gaps

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

- **Consistency** - This is a problem since there is no harmonization amongst the players involved in the data journey on discrimination and inequality and also because of 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 as one of the way of standardizing and harmonizing terms, concepts and nomenclatures of statistics.

- Supervise the production of data on discrimination and inequality
- Conduct spot-checks to 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 capacitating the Ministry of Health and National Registration on production of quality administrative data and use cases.

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 the use of the Civil Vital Registration Statistics (CVRS) for reporting on 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.

Recommendations

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

- Capacitation on methodologies on how to produce, store, analyze, use and disseminate administrative data i.e., the ongoing collaborations between the National Statistical Office with the Ministry of Health and the National Registration Bureau.
- A centralized information management system on the different themes on discrimination and inequality (i.e., not only focusing on GBV) accessible to the data producers and data users.
- A template with the indicators and common codes for most of the discrimination and inequality indicators to help with the data harmonization and consistency issues.
- The government to allocate resources and funding for production and dissemination of administrative data on discrimination and inequality within its fiscal budget.

REPUBLIC OF SOUTH AFRICA



Discrimination and Inequality Context

Taunted 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 society²¹⁹. From accessing schools²²⁰ and places of residence in specific areas to, health services, and employment, the echoes of this discriminatory past persist²²¹. Interestingly, a flip side has emerged, where the previously disadvantaged now engage in reverse discrimination²²², affecting workplaces and employment opportunities and even contributing to the emergence of pockets of xenophobia and xenophobic attacks²²³.

The contentious issue of land and land expropriation takes center 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 economy²²⁴. 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 society. However, so far, South Africa has passed The Expropriation Bill in response to the emerging issues related to land and property²²⁵. 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 African countries seeking opportunities. While the nation faces economic challenges, with a shrinking economy and escalating youth unemployment, targeted interventions are being put place to rejuvenate the economy and stimulate growth. However, within this landscape of transformation 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 with disability when it

219 Strauss, Margot. (2019). A historical exposition of spatial injustice and segregated urban settlement in South Africa. *Fundamina*, 25(2), 135-168. <https://dx.doi.org/10.17159/2411-7870/2019/v25n2a6>

220 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>

221 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>

222 April, K. (2021). The narratives of racism in South Africa. P. Daya., & K. April (Eds.), 12, 11-31.

223 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>

224 Adeoye O. Akinola (2020) Land Reform in South Africa: Interrogating the Securitisation of Land Expropriation Without Compensation, *Politikon*, 47:2, 215-232, DOI: [10.1080/02589346.2020.1715178](https://doi.org/10.1080/02589346.2020.1715178)

225 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.

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 individuals²²⁶. Strides still need to be made in this regard.

Nonetheless, in order to end structural and systemic discrimination and inequality in South Africa, commissions for instance, **South African Human Rights Commission** (SAHRC), have been established with a crucial role of *promoting, protecting, and monitoring 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**, with the mandate to *promote and protect gender equality in South Africa*. Further, South Africa has **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 **Promotion of Equality and Prevention of Unfair Discrimination Act** No 4 of 2000 also known as **Equality Act** or **PEPUDA**²²⁷. 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 which aims to promote and achieve equality in the workplace. **South Africa Schools Act** of 1996 with the aim to undo the apartheid legacy in the education system.

226 Emmanuel Mayeza (2021) South African LGBTQ 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](https://doi.org/10.1080/1550428X.2021.1897051)

227 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>

On the global stage, South Africa has committed to combat discrimination and inequality through the ratification of international treaties and conventions⁶. For instance;

- International Convention on the Elimination of All Forms of Racial Discrimination (CEDAW)
- International Covenant on Civil and Political Rights
- Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty
- International Covenant on Economic, Social and Cultural Rights
- 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
- 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

At the regional level, South Africa commits to;

- African Union (AU) Agenda 2063²²⁸; and
- Southern African Development Community (SADC) Gender Protocol

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

228 <https://au.int/en/agenda2063/overview>

Role of the National Statistical Offices (NSOs)

In South Africa, the NSOs known as Stats SA acts as the official producer and respected coordinator of official statistics (both administrative and non-administrative records) as outlined in the Statistic Act of 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).

Overview of Administrative Data Systems

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

- Social Security Agency
- Department of Justice and Constitutional Development
- Department of Agriculture, Land Reforms and Rural Development
- Department of Higher Education and Training
- Department of Employment and Labour
- The Commission for Conciliation, Mediation and Arbitration (CCMA)
- South Africa Police Service
- Department of Basic Education
- Department of Social Development
- Statistics South Africa (STATS SA)
- Parliament
- Department of Public Service and Administration
- Electoral Commission of South Africa (IEC)
- 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)

Additionally, the CSOs/NGOs advocate for transparency and accountability in the use of data including administrative data on discrimination and inequality for policy assessment. Moreover, to compliment 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

Survey	Year/Month of last data collection	Collection Frequency
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 are mainly through digital means and format 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 of the administrative data collected have unique identifies (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 identify, for instance, the administrative data sources produced by the *Social Security Agency* can easily be connected or combined with those from *Department of Labour* and *Home Affairs Department*. The coverage for the administrative data produced by the various ministries and departments are mainly for the entire population and granularity levels varies from

national, regional and municipal. Quality control mechanisms for the production and dissemination of administrative data records exists however, like many other countries in the SADC region there are no to limited formal agreements or MoUs guiding administrative data exchange and sharing activities. Exchange of administrative data 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;

- 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 MDAs reports on ***promotion of equality***.

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 includes;

- 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 amongst others (see section 3.5 – 3.7).

Nonetheless, the use of administrative data records is a cheaper alternative to surveys and 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**²²⁹ 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**²³⁰ (Act No 4 of 2013) also referred to as **POPI Act or POPIA**. POPI Act is a South Africa's data privacy law protecting misuse of individuals personal information. The **South**

229 Statistics Act; https://www.statssa.gov.za/?page_id=830

230 Protection of Personal Information Act (POPI Act); <https://popia.co.za/>

Africa Statistical Quality Assessment Framework – (SASQAF)²³¹. These acts and frameworks also cutter for administrative data and therefore provide guidance to the stakeholders/data producers and data users involved in the production, analysis and dissemination of administrative data on discrimination and inequality.

International and regional treaty reporting

The Department of Women, Youth and Persons with Disabilities (DWYPD) in the presidency is the official department which is responsible for

231 South Africa Statistical Quality Assessment Framework; https://www.statssa.gov.za/standardisation/SASQAF_Edition_2.pdf

Table 15: Summary of administrative data sources, data collected, use and related challenge

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

international and regional treaty reporting in South Africa. However, DWYPD is characterized with certain data challenges and at times lacks adequate data to meet its data needs and fulfil national and international reporting requirements.

Data Challenges and Gaps Analysis

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

- **Incomplete data** – especially when available administrative data records are disaggregated. For instance, the District Health Information System (DHIS) managed by Department of Health (DoH) has very rich administrative data however, 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, at times 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 have 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.

Data Capacity Gaps

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

- **Human resources** – Although, STATS SA has a dedicated unit (SANSS) that is responsible for supporting the production and consumption of administrative data on discrimination and inequality activities. The SANSS team does not have enough personnel in place with the needed 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 lots of infrastructure in place 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 that can support the large volumes of administrative data records produced and received from the multiple data producers and requests from the multiple data users.
- **Financial resources** – STATS SA in relation to the other NSS in the southern Africa region have previously experienced good financial support from the government. However, the recent budget cut move from the National Treasury since 2015/2016 to reduce public sector wage bill have impacted Stats SA negatively both on staffing and production of data to the data users. According to STATS SA the entire data value chain is affected in one way or the other.

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

Data Quality Gaps

Data is the engine that keeps many organizations 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, there are lots of data gaps, which impedes analysis and decision making.
- **Timeliness** – There is delays in data collection which in turn result into delays in publishing of results/findings. Additionally, there is a big gap between successive surveys. For instance, the last time use survey data was produced in 2010, which is a 14-year gap between the two DHS surveys. The big lag is attributed to 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 by;

- Developing and applying the South African Statistical Quality Assurance framework (SASQAF)²³² throughout the data value chain, which is aligned to with international best practices and regularly publishing and updating statistical concepts and definitions²³³.
- Phasing out the idea of NSS to that of a data ecosystem and based on the current strategic plan 2020/2021 – 2024/2025²³⁴ 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.
- Compiling an Integrated Indicator Framework (IIF)²³⁵ 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.
- 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.
- Validation and quality assurance procedures are in place across various systems. For instance, both 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

232 South Africa Statistical Quality Assurance Framework; http://www.statssa.gov.za/standardisation/SASQAF_Edition_2.pdf

233 Statistical Concepts and Definitions; https://www.statssa.gov.za/?page_id=5166

234 Stats SA Strategic Plan 2020/2021 – 2024/2025; https://www.statssa.gov.za/?page_id=564

235 Integrated Indicator Framework (IIF); https://www.statssa.gov.za/?page_id=13946

Information System (DHIS), quality assurance takes place at the sub-district and provincial levels continuously throughout the month.

- Using unique identification such as ID numbers. The use of ID numbers helps with addressing duplication in multiple databases and data relevancy in cases where the data is no longer useful (dead patients).
- 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.

Data Accessibility and Use

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 of the data management systems with administrative data on discrimination and inequality can be of challenge to the users. For instance;

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

- There is also too much administrative data being collected by MDAs however, data users and data producers in the data ecosystem do not know what is available and on which systems. This in turn hinders use and access.
- There is also the challenge of bureaucracy associated with access to administrative data records from the MDAs.
- Some of the administrative data records are also shared in poor formats inhibiting use and access to the 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 yet to be materialized.
- Improving the general usability of the information management systems/platforms and ensuring that they are regularly updated with current administrative data records.

Good Practices

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

- Encouraging and promoting good cooperation and collaboration between STATS SA and the MDAs producing and using administrative data including on discrimination and inequality.
- For dissemination and reporting purposes, STATS SA guides and encourages MDAs to develop fact sheets. For instance, advising the Department of Higher Education (DHET) to come up with gender fact sheets.
- 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.
- 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.
- Standardizing concepts and definitions across the data ecosystem that guides and educates the different MDAs based on their interests and administrative data needs.
- 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.

ZAMBIA



Discrimination and Inequality Context

like many African countries Zambia's population especially the rural population is deeply rooted in social and cultural norms favoring men to women and in turn brings in social inequalities²³⁶. Additionally, Zambia has a dual legal system that comprise of 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 status²³⁷, HIV status, race, and sexual orientation²³⁸ 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** become independent. Then, in 2014, the National Gender Policy was revised to re-address equality disparities within the country²³⁹. 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**²⁴⁰ which gives equal rights to men and women and free participation in politics, legal, economic, and social order. In **Article 8 of the Constitution** the national values and principles, encompassing equity, equality, and non-discrimination are outlined. In 2015, there was also the enactment of the **Gender Equity and Equality Act, No. 22 of 2015**, which strengthens the legal framework aimed at eradicating all forms of discrimination against women and girls and empowering women to participate both in public and private affairs in the country. There is also the **Zambia Human Rights Commission**, established in 1997 pursuant to Article 230 of the 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\conventions⁶ and has ratified nine including;

- International Convention on the Elimination of All Forms of Racial Discrimination
- International Covenant on Civil and Political Rights (ICCPR)

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

237 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>

238 Chimbela 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>

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

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

- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- 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
- International Convention for the Protection of all Persons from Enforced Disappearance
- Convention on the Rights of Persons with Disabilities

At the regional level, Zambia subscribes to;

- African Charter on Human and Peoples' Rights⁷
- The African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the African Women's Rights Protocol)¹¹.
- The 1997 SADC Declaration on Gender and Development and its addendum on the Prevention of Violence Against Women and Children¹⁰.

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

Revised the 2005 Employment and Labour Market Policy (NELMP) to cater for the provision of quality jobs which provides adequate income, protects workers and respects the human rights;

- Enacted the HIV Policy, inhibiting discrimination in employment based on a person's HIV status;
- Increased the number of labor inspectors countrywide, for improved compliance with the legislative measures to promote fair working conditions for all;
- Government partnering with private sector to raise awareness on legislative changes, hence, fostering mutual understanding and ensuring compliance with changing laws and regulations;

- 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.

Role of National Statistical Offices (NSOs)

The National Statistics Office, in this case ZAMSTATS have 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 at the moment occurs mainly through informal agreements, ad hoc meeting 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 also has a responsibility to capacitate institutions/ stakeholders involved in the data ecosystem for both administrative and non-administrative data sources.

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
- Zambia Human Rights Commission
- 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

There are also CSOs and NGOs that 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)

In addition to administrative data production, the CSOs/NGOs also provide oversight to government institutions and processes for accountability and transparency²⁴¹. For instance, CSOs working with parliament to enact specific equality and anti-discrimination provisions to protect rights of people living with HIV, gays, lesbians, women and girls amongst others. The NGOCC and ZNWL working with government to revise discriminatory statutory provisions against women, incorporating

241 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>

provisions assuring women's rights, and extensively advocating for holding a national referendum to have the constitution amended²⁴². Nonetheless, to compliment 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, 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 and formal agreements for data exchange and sharing as well as data protection protocols at individual and aggregated level.

With regards to laws, acts and frameworks, at the moment Zambia is still in the process of drafting specific laws, acts and frameworks that can be used to guide the production, use, access and dissemination of administrative data including administrative data on discrimination and inequality. However, there is the **Data Protection Act No 3 of 2021**²⁴³ protecting and guiding the

242 County Gender Profile; Zambia Final Report (2016); https://www.jica.go.jp/Resource/english/our_work/thematic_issues/gender/background/c8h0vm0000anijq6-att/zambia_2016.pdf

243 The Data Protection Act, 2021; https://www.parliament.gov.zm/sites/default/files/documents/acts/Act%20No.%203%20The%20Data%20Protection%20Act%202021_0.pdf

collection, storage, use and dissemination of personal data. Additionally, the National Statistical Legislation (**Statistical Act of 2018**) with the mandate to regulate the production and dissemination of official statistics including administrative data on discrimination and inequality ²⁴⁴.

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 instances, ZAMSTATS have the responsibility to provide evidence through statistics and data. However, reporting on these treaties at times are plagued with lack of data.

²⁴⁴ Statistics Act of 2018; <https://www.parliament.gov.zm/sites/default/files/documents/acts/The%20Statistics%20Act%202018.pdf>

Data Challenges and Gaps 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 the data producers** – Although, there are official channels used for data exchange and data sharing processes, at times the administrative data producers especially ministries and line departments at times fail to respond to data requests or claim not to have the requested datasets.
- **Multiple requests** – In Zambia and in many other countries, the NSOs and administrative data producers suffers from respondent

Table 16: Summary of administrative data sources, data collected, use and related challenge

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

fatigue in that, there are many organizations/ stakeholders that require information from them and at times these stakeholders/ organizations are not patient enough with them.

- **Production of poor-quality data** – Arises as a result of inadequate and incomplete data from the MDAs.

Data Capacity Gaps

Like, most countries in Africa, 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 to ZAMSTATS activities has not been consistent and is declining. This is negatively affecting 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 Education, Agriculture, and Health ministries, the Bank of Zambia, and the Zambia Revenue Authority, there is limited statistical capacity among the MDAs involved in the processing of administrative data records. The data processed (i.e., collection, storage, analysis, dissemination) including administrative data records requires certain technical skills even in situations where 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 at times leads to a lack of data or data gaps, at national, regional, and district levels. Due to a lack of expertise data is collected however, not analyzed and disseminated but kept in its raw form.

- **Infrastructure** – This begins from having no office space, gadgets, technical know-how on operating the gadgets, not having enough information management systems, and no Internet connectivity.

Data Quality Gaps

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

- **Timeliness** – Dissemination of results is not done in a timely manner. 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 delayed and reporting will occur in 2024 as 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 do 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 and therefore makes comparability of findings challenging.

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 which makes access and use of administrative data at times problematic. For instance, administrative data is collected and available however, because of lack to limited

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** – There are few systems which are openly accessible to the stakeholders in the data ecosystem and the public. Therefore, interested stakeholders in the data ecosystem have to rely on positive response from the MDAs.
- **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 clapping 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 booklets statistics disaggregation by sex (men and women) on employment, education, etc.

Good Practices

nonetheless, despite the data capacity, data gaps and data quality challenges that Zambia is facing when it comes to production and dissemination of data including administrative data on discrimination and inequality. Zambia is in the process of addressing some of the above mentioned and have put in place some good practices including;

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

- Designed through ZAMSTATS a **quality methodology report** which MDAs producing data including administrative data on discrimination and inequality have to abide by.
- 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.
- Have designed a **code of practice** for data producers and data users in Zambia however, implementation yet to commence since it has not been gazetted.
- Constructed an **in-service training building center**, to be used as a training ground for NSOs and all the other data producers and users in the data ecosystem in country on the data processes both for administrative and non-administrative data sources.
- **Collaborating with institutions internationally.** For instance, through collaborations, the ZAMSTATS representatives are having hands-on training sessions supported by Sweden Statistics.
- 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 on collection, analysis, and dissemination for both surveys and administrative data records.
- 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 on NSDS1, and consolidate NSDS1 achievements.

ZIMBABWE



Discrimination and Inequality Context

Once known as 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 potential²⁴⁵. 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\conventions⁶ including;

- International Convention on the Elimination of All Forms of Racial Discrimination
- 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
- 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

²⁴⁵ Zimbabwe Economic Update – December 2023; https://knowledge4policy.ec.europa.eu/publication/zimbabwe-economic-update-december-2023_en

- 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**, 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 marginalized social identities (i.e., gender, race, age, ethnicity, sexual orientation)²⁴⁶. For instance, Lesbian, bisexual, and transgender (LBT) people living in Zimbabwe struggle for survival and are in constant fear, as a result of community rejection²⁴⁷. Most women and girls are also confronted by systemic discrimination and inequality due to the patriarchal hegemony that prevail the society²⁴⁸. Additionally, people

²⁴⁶ Nhapi, T. (2022). An exploration of the domains of the inequality trajectory in Zimbabwe. *Contemporary Social Science*, 17, 84–98.

²⁴⁷ Badza G. (2019). I have no place in society. <https://www.dandc.eu/en/article/homophobia-zimbabwe-hurts-mental-health-lgbti-people>

²⁴⁸ Dickson M. and Louis. N (2018). Discrimination and Oppression of Women: A Social Work Exploration in Zimbabwe.

living with disabilities (PWDs) are considered second-class humans and therefore are more vulnerable and are at a higher risk of poverty and marginalization²⁴⁹. These observations are similar to that of UNDP Zimbabwe that discrimination and inequality are still hurdles to crack and in turn, hinder development in the country.

Role of National Statistical Offices (NSOs)

The NSO, in this case Zimbabwe National Statistical Agency (ZIMSTAT) serves as the primary authority for official statistics in the country. Their responsibility is to generate high-quality data; however, this is a collective effort involving all data producers in Zimbabwe. In its role as the main source of official statistics, ZIMSTAT takes on a crucial coordinating and supervisory role within the National Statistical System (NSS). This collaborative endeavor, supported by National Statistical Offices (NSOs), underscores the commitment to ensuring the production of accurate and reliable statistical information. 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 benefit of the nation.

Overview of Administrative Data Systems

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

- Ministry of Justice, Legal & Parliamentary affairs
- Ministry of Women Affairs, Community and Small and Medium Enterprises (SMEs) Affairs

- Ministry of Home Affairs and Cultural Heritage
- Ministry of Health and Child Care
- Ministry of Public Service, Labour and Social Welfare
- Ministry of Primary Education and Secondary Education
- Ministry of Higher Education and Tertiary Education
- Ministry of Transport and Infrastructure Development
- Ministry of Youth Empowerment
- The Ministry of Water Resources Development and Management
- Zimbabwe Republic Police and amongst others.

Apart from the government ministries, CSOs/NGOs are producing administrative data on discrimination and inequality on a small scale. The CSOs/NGOs include;

- Apostolic Women Empowerment Trust (AWET)
- Childline Zimbabwe
- Indigenous Business Women Organisation
- Musasa Project
- The Women's Coalition of Zimbabwe (WCoZ)
- Women in Business and Skills Development in Zimbabwe
- Women in Mining
- Zimbabwe Albino Association
- Zimbabwe Women's Resource Centre & Network (ZWRCN) and amongst others.

In addition to production of administrative data, the NGOs/CSOs are also responsible for bringing governments accountable by ensuring that equality, non-discrimination, democracy and the rule of law prevail within their territories²⁵⁰.

²⁵⁰ 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

²⁴⁹ Pillay P. Saruchera M. and Chivandire L. (2023) Unlocking Potential. https://hdl.handle.net/10520/ejc-ajpa_v14_n1_a3

However, based on their organizational goals and interests, the NGO/CSOs collect and produce administrative data on discrimination and inequality for their own consumption and for a limited area mostly in a small scale. Nonetheless, to compliment the administrative data sources on discrimination and inequality, Zimbabwe National Statistical Agency (ZIMSTAT) also conducts national surveys with modules/sections/parts 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 and the data collected is required by law except for Zimbabwe Human Rights Commission. The administrative data records are not available in their raw forms on websites but, accessible in the form of reports and publications to the data users. The data exchange and sharing processes between data users and data producers of administrative data still occurs on the basis of 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 the use 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** which clearly stipulates that the data providers should process data in a fairly and lawfully manner. The **Census and Statistics Act** No 1 of 2007 [Chapter 10:29] which guides the collection and production of official statistics in the country and legal frameworks which clearly 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 with 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 mutual agreement cases. However, discussions are in progress 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;
- 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.

International and regional treaty reporting

In Zimbabwe, the Inter-Ministerial Committee on Human Rights and International Humanitarian Law (IMC) is responsible for reporting on international human rights protocols and obligations. It was founded in 1993 under cabinet directive and it 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;

- Difficulty in retention of staff representation to IMC. This results into capacity gaps since new members are always joining the IMC, making it challenging in undertaking state activities i.e., reporting and in successful achievement of IMC projects, especially in the case of the new members. In order to mitigate this challenge, there is need to have two members to the IMC from the respective ministries.
- No formal induction for new members joining the IMC. There is need for continuous capacity building workshops to new members joining IMC.
- Resource constraints inhibiting attainment of IMC activities and objectives.
- Inconsistency in the membership to the IMC and attendance of meetings

Table 17: Summary of administrative data sources, data collected, use and related challenge

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 14
Type of organizations collecting admin 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 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 enough personnel within the commission, fully functional and established IT department and Funding.
Thematic areas covered	Promotion of Equality, Experiences of Discrimination & Harassment,

- Limited appreciation of working modalities of treaty bodies
- Poor collaboration and participation in IMC activities from line ministries and departments as they consider IMC as the Ministry of Justice, Legal and Parliamentary Affairs project and responsibility, therefore they do not always offer the committee their full support and cooperation.
- IMC is plagued with information loss due to poor information and knowledge management.

DATA CHALLENGES AND GAPS ANALYSIS

Below are some of the challenges and data gaps faced by the data producers when it comes to administrative data sources on discrimination and inequality in Zimbabwe. They include;

Data gaps arising from missing information when data is aggregated resulting in inadequate coverage of indicators pertaining to discrimination and inequality.

- Multitude number of players/stakeholders involved in discrimination and inequality related activities collecting both structured and unstructured data in multiple formats making integrating and comparability a challenge. Additionally, results into a magnitude of different indicators for discrimination and inequality and hence a harmonization challenge.
- The silo approach which 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.
- Power dynamics – Although, ZIMSTATS have the power to coordinate data activities in the country, they do not have the power and mandate to control the data activities of the different data producers in the data ecosystem. Thus, each stakeholder within the field aspires to exercise autonomy, conducting activities aligned with its organizational goals and objectives.

Data Capacity Gaps

- **Financial resources** – Production of good quality administrative data requires financial resources. This is a challenge, as there are no enough resources for coordinating activities related to administrative systems on discrimination and inequality and therefore the government is forced to depend on developing partners and donors' support.
- **Human Resources/capacity** – No enough personnel readily available to collect and collate administrative datasets on discrimination and inequality as required on a timely, efficient and effective manner.
- **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.

Data Quality Gaps

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

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

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.

Currently, administrative data on discrimination and inequality is 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, there are no universal formats or templates that is being used by all the actors involved in the production of 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 Zimbabwe Gender Assessment Report, are readily available online.

GOOD PRACTICES

Globally, the use of administrative data is echoed as essential in filling in the data gaps and a cheaper source of data/information on most of the SDG's indicators including those on discrimination and inequality and for monitoring. In Zimbabwe, administrative data on discrimination and inequality has been useful 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 who have been trained on data and statistics that collaborate with ZIMSTAT for easy administrative data sharing for instance, crime statistics.

Recommendations







The 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;

- **Resource Mobilization:** Develop and implement a resource mobilization strategy that is less dependent on support from development partners and donors when it comes to administrative data production.
- **Data sharing policies and frameworks** – Design data sharing policies and frameworks. These policies and frameworks will help with ease in sharing data and information amongst the data producers and data users thus, reducing and inhibiting duplication of efforts and helping in populating a centralized data portal²⁵¹.
- **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 different formats, to enable decision-makers to have a unified view and a better understanding of available data as well as a more easily gleaned insight from the vast databases.
- **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.

²⁵¹ Zimbabwe Data Portal; <https://zimbabwe.opendataforafrica.org/>



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

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

