Study on Administrative Data Related to Discrimination and Inequality

GOVERNANCE STATISTICS
PRAIA CITY GROUP

UN WOMEN

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Study on Administrative Data Related to Discrimination and Inequality

East Africa

CONTENTS

ACRONYMS

ANEFIP	National Agency for Employment, Training and Professional Integration
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CNDH	National Commission of Human Rights (Commission Nationale des Droits de l'Homme)
CRDP	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organization
CTGAPSDD	Cape Town Global Action Plan for Sustainable Development Data
DHS	Demographic and Health Surveys
DQAF	Data Quality Assessment Framework
EACC	Ethics and Anti-Corruption Commission
EARO	East Africa Regional Office
EHRC	Ethiopian Human Rights Commission
EMIS	Education Management Information System
EOC	Equal Opportunities Commission
EOQ	Equal Opportunities Commission
ESS	Ethiopian Statistical Service
FIDA	Federation of Women Lawyers
FYDP	National Five-Year Development Plan
GBV	Gender-Based Violence
GEB	Gender Equality Bodies
GPS	Peace and Security Governance
HBS	Household Budget Survey
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
HR	Human Rights
IBP	International Budget Partnership
ICCPR	International Covenant on Civil and Political Rights (ICCPR)
ICESCR	International Covenant on Economic, Social and Cultural Rights
ID	Identification
IMLU	Independent Medico Legal Unit
INGO	International Civil Society Organization
INSTAD	National Institute of Statistics of Djibouti
IOM	International Organisation for Migration

JSC	Judicial Service Commission
KHRC	Kenya Human Rights Commission
KIHBS	Kenya Integrated Household Budget Survey
KNBS	Kenya National Bureau of Statistics
KPHC	Kenya Population and Housing Census
LGBT	Lesbians, Gays, Bisexual and Transgender
LHRC	Legal and Human Rights Centre Zanzibar Centre for Disability and Inclusive Development
LHRC	Legal and Human Rights Centre
LHRC	Legal and Human Rights Centre
MCDA	Ministries, counties, departments, and agencies (MCDAs)
MDA	Ministries, Departments and Agencies
MGLSD	Ministry of Gender, Labour, and Social Development
MIS	Management Information Systems
MoE	Ministry of Education
MOU	Memorandum of understanding
MoWSA	Ministry of Women and Social Affairs
MTEF	Medium-Term Expenditure Framework
NBS	Tanzania National Bureau of Statistics
NCPWD	National Council for Persons with Disabilities
NECTA	National Examinations Council of Tanzania
NGO	Non-Government Organization
NHRC	National Human Rights Commission
NIDI	National Integrated Data Infrastructure
NPC	National Planning office
NSDS	National Strategies for the Development of Statistics
NSO	National Statistics Office
OCGS	Office of the Chief Government Statistician
OHCHR	Office of the High Commissioner of Human Rights
RAS	Refugee Affairs Secretariat
RSDS	Regional Strategy for the Development of Statistics
SDG	Sustainable Development Goals
SHaSA	the Strategy for Harmonization of Statistics
SIGI	Social Institutions and Gender Index
SOP	Standard Operating Procedures
TAWEA	Tanzania Women Empowerment in Action
TGNP	Tanzania Gender Networking Programme

THRDC	Tanzania Human Rights Defenders Coalition
TNHA	Tanzania National Health Accounts
TNPS	Tanzania National Panel Survey
TSMP	Tanzania Statistical Master Plan Phase
UBOS	Uganda Bureau of Statistics
UN/UNSC	United Nations/United Nations Statistical Commission
UNDP	United Nations Development Program
UNECA	United Nations Economic Commission for Africa
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFD	National Union of Djiboutian Women
UNHS	Uganda National Household Survey
VAC	Violence against children
VAM	Violence against men
VAWG	Violence against women and girls
WB	World Bank
ZADEP	Zanzibar Development Plan

EXECUTIVE SUMMARY

Introduction and methodology

The United Nations Statistical Commission (UNSC) established the Praia City Group on Governance Statistics (the Praia Group) at its forty-sixth session in March 2015. Its primary goal is to "contribute to establishing international standards and methods for the compilation of statistics on the major dimensions of governance." Currently in its second phase of operations (2020-2025), the group has developed a Handbook on Governance Statistics for National Statistical Offices. This handbook includes sections on the conceptualization, measurement methodology, and dissemination of statistics on eight governance dimensions: non-discrimination and equality, participation, openness, access to and quality of justice, responsiveness, absence of corruption, trust, and safety and security. The UN Statistical Commission endorsed the handbook in March 2020.

UN Women East and Southern Africa Regional Office (ESA-RO) supported the PRAIA City Group with a study on "Administrative Data for Measuring Discrimination and Inequality." The study aimed to identify the current and potential administrative data sources that can produce statistics on discrimination and inequality in the region, as well as data and capacity gaps that need to be addressed through developing guidelines.

The study employed a mixed-method methodology, including a desktop review of administrative data sources, identification of data-collecting institutions, contacting relevant national institutions and sharing the mapping tool, and an assessment of administrative data holdings.

Relevant Treaties, Constitutional, Legal, and Policy Frameworks for Administrative Data on Discrimination and Inequality in East Africa

Kenya, Uganda, Tanzania, Ethiopia, and Djibouti have ratified numerous international treaties and conventions promoting equality and non-discrimination. These commitments are reflected in respective national policies and legislative frameworks, showcasing a regional dedication to human rights and social justice. The frameworks guide national policies, ensuring that development efforts are inclusive and that no one is left behind. Each country has a National Statistical Office (NSO) coordinating all data-producing organizations.

In the case of Kenya, several global human rights instruments, such as the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social, and Cultural Rights (ICESCR), and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) have been ratified. These treaties mandate the government of Kenya to ensure equal treatment and opportunities for all, supported by affirmative action programs. Additionally, Kenya aligns with international initiatives like the Vienna Declaration on Human Rights and the Sustainable Development Goals (SDGs), influencing its national policies on shared prosperity and development. Kenya's Constitution of 2010 enshrines equality and non-discrimination, with specific articles mandating equal treatment and opportunities for all, supported by affirmative action programs. Key policies guiding national development include the Economic Recovery Strategy for Wealth Creation

(2003), the Poverty Reduction Strategy Paper, the National Development Plan (2001-2007), and the Medium-Term Expenditure Framework (MTEF). The National Policy on Gender and Development aims to integrate gender concerns into all development areas. Legislative measures like the Employment Act, No. 11 of 2007, protect job security and ensure equal remuneration for men and women.

Uganda has adopted and ratified various international conventions promoting equal opportunities, such as the Universal Declaration of Human Rights and the International Covenant on Economic, Social, and Cultural Rights. Uganda's commitment is further demonstrated through regional instruments like the African Charter on Human and Peoples' Rights and the African Union Gender Policy. These frameworks support Uganda's efforts to promote equality and eliminate discrimination. Constitutionally and policy-wise, the Equal Opportunities Commission (EOC) and the National Equal Opportunities Policy have been established. The Constitution, particularly Chapter 4 and Clause 21, ensures equality and freedom from discrimination, supported by various policies including Uganda's Vision 2040, the third National Development Plan, the Uganda Gender Policy (2007), and others targeting youth, older persons, and social protection.

Tanzania has put in place a comprehensive strategy to eliminate discrimination and inequality through international treaty commitments and national frameworks. It has ratified key treaties such as the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the Convention on the Rights of Persons with Disabilities (CRPD). These commitments guide Tanzania's efforts to collect data on discrimination and inequality, ensuring that policies are inclusive and effective. The two main public offices, the Tanzania National Bureau of Statistics (NBS) and the Office of the Chief Government Statistician (OCGS), collaborate to provide official statistics to stakeholders. Both operate under the Tanzania Statistics Act of 2015

and adhere to international commitments like the Istanbul Plan of Action and the Committee on the Elimination of Discrimination against Women. They are guided by the National Five-Year Development Plan (FYDP) III and the Tanzania Statistical Master Plan Phase Two (TSMP II) 2022/23–2026/27, with Zanzibar following the Zanzibar Development Plan (ZADEP).

Despite facing challenges in its administrative data systems, Ethiopia has ratified numerous international treaties to combat discrimination and promote equality, including the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Ethiopia's legislative framework aligns with these international commitments, showcasing the country's efforts to protect human rights and ensure equitable development. Ethiopia has a comprehensive framework for data collection and analysis, led by the Ethiopian Central Statistics Office, also known as the Ethiopian Statistical Service (ESS). ESS's mandate is supported by the Constitution and various legislative acts, aligning with the SDGs to end discrimination and inequality. ESS collaborates with the National Planning Office (NPC) and has developed long-term and short-term strategies for statistical development. Despite numerous achievements in publishing socioeconomic, gender, agricultural, business, and household data, ESS faces challenges with the availability and quality of gender statistics due to the lack of a National Data Dictionary, leading to inconsistencies and measurement discrepancies.

Similarly, Djibouti has shown significant dedication to human rights by ratifying several key treaties, including the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the Convention on the Rights of the Child. Djibouti's commitment to protecting the rights of women, children, and persons with disabilities is evident in its adherence to international standards, influencing national policies and development plans. Djibouti's

National Institute of Statistics of Djibouti (INSTAD), a recently established organization that began operations in 2021, also plays a significant role in the region. INSTAD, formed through a presidential decree, collaborates with various government ministries and international agencies like the UN and the World Bank to enhance data systems. It operates under the Djibouti Vision 2035 development plan, conducting periodic surveys on household consumption, population and health, labor force, and education.

Challenges and Financial Constraints

The country faces challenges and financial constraints that hamper statistical outputs. Regular publications on gender statistics are lacking, and established best practices for data collection are missing. Improved stakeholder coordination and data-sharing protocols could address these gaps.

Good Practices

The governance, peace, and security statistics unit within the Kenya National Bureau of Statistics (KNBS) is tasked with producing data on discrimination and inequality. However, limitations in the economic survey document restrict the publication of comprehensive information in these areas. To address this, the unit aims to develop a standalone fact sheet focusing on discrimination and inequality. Coordination and support from stakeholders and management have facilitated growth in the collection, publication, and use of such statistics. Several stakeholders, including the police department, prison services, judiciary, and civil society organizations, have implemented quality checks ensuring compliance with standards.

In Uganda, the administrative data landscape is relatively advanced, although data on inequality and discrimination remain scarce. The Uganda Bureau of Statistics (UBOS) has made efforts to coordinate various agencies and establish standardized data systems. Legal and policy frameworks, such as the Citizen Generated Data Toolkit and the National Policy on Public Sector Monitoring and Evaluation, support data collection efforts. However, capacity building is needed to enhance the depth and frequency of publications on discrimination and inequality.

Tanzania faces challenges in discrimination and inequality data but boasts success stories in coordination, collaboration, and data production quality. The National Bureau of Statistics (NBS) leads in coordinating agencies, fostering harmonized data handling, and ensuring data consistency and quality. Ministries such as Education and Health collect and analyze data to highlight inequalities and discrimination, producing high-quality statistics. NBS engages users and producers to understand data requirements, ensuring standardized reports are openly accessible online.

Ethiopia appears to be making progress in addressing equality and data generation. The Central Statistical Agency (CSA) implements a Data Quality Assurance framework to support statistical units and strengthen the National Statistical System (NSS) quality. Efforts are underway to produce gender-disaggregated data in future surveys and censuses to address inequalities and discrimination.

In Djibouti, the National Statistical Office (NSO) initiatives aim to improve data quality. Training programs with the Immigration Department and plans to roll out training across other government ministries demonstrate a commitment to enhancing statistical capacity. Ministries like Women and Family Affairs and the National Human Rights Commission utilize discrimination and gender statistics.

Recommendations

To address the challenges in producing administrative data on discrimination and inequality, international partners, in collaboration with country NSOs and civil society organizations, need to create a platform for discussing issues and identifying strategies to enhance discrimination and inequality administrative data production. Technical assistance and capacity-building support can be offered to NSOs and other stakeholders on data collection methodologies and analysis techniques. Increasing staffing levels, investing in training programs, advocating for increased budget allocations, and upgrading ICT infrastructure within the NSO will improve data collection and reporting processes for administrative data producers across the five countries. Advocacy for consistent data collection is essential for providing policymakers with detailed insights into related trends and issues.

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. Uganda's 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, and developing capacity-building programs will further support this goal.

In Ethiopia, improving the understanding of discrimination and inequality requires prioritizing data collection, analysis, and dissemination. Strengthening policy and legal frameworks, enhancing technical and financial capacities, and promoting partnerships between government agencies, international organizations, and civil society are essential. Structures should be established to facilitate data accessibility and usability. Addressing gender gaps through mainstreaming gender in the national statistical system and ensuring regular collection, analysis, and reporting of gender statistics will inform gender-responsive policies.

Tanzania needs to prioritize data collection, analysis, and dissemination by building capacity for data providers, developing standardized data collection practices, and leveraging technology. Awareness creation, capacity building, and strengthening partnerships with statistical development partners and administrative data producers are crucial. Innovative technologies and robust legal frameworks on data privacy and access will balance individual rights with comprehensive data needs for policymaking. Data producers need support to implement standardized methods, enhance data management systems, and develop metadata.

In Djibouti, stakeholders need support to establish a shared understanding of administrative data on discrimination and inequality statistics, collection rules, methodologies, consistency, and accuracy. Regular meetings of the Committee on Statistical Methodologies and Programs will ensure robust data collection processes. Developing a national data quality assurance framework and updating the statistical law to support data sharing and alignment with international standards is necessary. Improving the institutional capacities of the NSO through employing and training more demographers and statisticians, allocating adequate resources, and addressing stakeholder lethargy in data production will enhance effectiveness. Effective coordination among agencies, capacity-building for data producers, and compliance with international standards and best practices will also improve data quality in Djibouti.

1 | INTRODUCTION AND METHODOLOGY

Introduction

The United Nations Statistical Commission (UNSC) created the Praia City Group on Governance Statistics (the Praia Group) at its forty-sixth session in March 2015. Its primary goal is to "contribute to establishing international standards and methods for the compilation of statistics on the major dimensions of governance".

The group is currently in its second phase of operations (2020-2025) and has thus far developed a Handbook on Governance Statistics for National Statistical Offices. This handbook includes sections on the conceptualization, measurement methodology and dissemination of statistics on eight governance dimensions: non-discrimination and equality, participation, openness, access to and quality of justice, responsiveness, absence of corruption, trust, and safety and security. The UN Statistical Commission endorsed the handbook in March 2020.

Even though the handbook is comprehensive, several gaps related to governance statistics remain. One of these is using administrative data sources to produce statistics on discrimination and inequality. Preliminary research shows that while the potential of administrative data to improve the availability, granularity and timeliness of statistics for national and international monitoring of discrimination and inequalities is large, few countries have adopted a coherent and systematic approach to collecting administrative data across the National Statistical System and to producing comprehensive statistics on discrimination & inequalities. The research will identify what is happening at the country level and prioritize actions needed to bridge the current data and capacity gaps.

UN Women East and Southern Africa Regional Office (ESA-RO) are therefore currently collaborating with the Praia City Group and its Task Team on Non-Discrimination & Equality to expand methodological guidance on the collection and use of administrative data that documents discrimination and inequality in all its forms, including 'indirect discrimination' – i.e. inequalities in development outcomes caused by laws, policies or practices that appear neutral at face value, yet are discriminatory for population groups with certain characteristics (e.g. when a requirement of a birth certificate for school enrolment discriminates against ethnic minorities or non-nationals who do not possess or have been denied such certificates). This links well with UN Women's agenda on eliminating intersectional discrimination and the gender data and statistics work done in the global Making Every Woman and Girl Count (Women Count) program. One of the areas of work of the program is to support the development of new methodologies and tools for more effective data collection, as well as the modernization of statistical practice.

Within this context, the Praia City Group and UN Women undertake this study for the case of Mozambique. The study is parallel to other countries, namely:

Lusophone Countries: Cabo Verde;
North Africa: Algeria, Morocco, Tunisia;
West and Central Africa: Cote D'Ivoire, Ghana, Mali, Nigeria, Senegal, Cameroon and Gabon;
East Africa: Djibouti, Ethiopia, Kenya, Tanzania, and Uganda;
Southern Africa: Malawi, Zimbabwe, Zambia, Botswana and South Africa.

The study's primary purpose is to identify current and potential administrative data sources that can be used to produce statistics on discrimination and inequality in the region and the data and capacity gaps associated with this data that need to be addressed through developing guidelines. These *guidelines should include recommendations on quality assurance, data recording, linking with other sources, calculating indicators and the like.*

Methodology

The methodology for this assignment, focusing on administrative data systems on discrimination and inequality in Africa, involves a comprehensive, multi-step process:

- Desktop Review of Administrative Data Sources: This review identifies and evaluates administrative data sources documenting discrimination, inequality, and all relevant information of relevant national institutions in the targeted countries. This involves sifting through various data repositories, websites, and published documents to collect all the useful information.

- Identification of Data-Collecting Institutions: Different national entities that collect pertinent administrative data were identified through virtual meetings, desk research, and email contacts. This includes justice, education, social, and health sector institutions, national equality bodies, human rights and human development observatories and agencies, and national statistical institutions.

- Contacting the relevant national institutions and sharing the mapping tool: In each country targeted by this study, many contacts are made with all the relevant institutions to this study (UN country team and national institutions). Also, a data collection tool (data mapping tool) is shared with these national institutions. This mapping tool aims to help map relevant administrative data sources within each targeted country that can be used to produce

statistics on discrimination and inequalities.

- Assessment of Administrative Data Holdings: For each identified data-collecting institution, an in-depth analysis is conducted to understand the nature of the administrative data source in this institution. This analysis concerns the type, quality, accessibility (particularly for National Statistical Offices or NSOs), and its use in producing the relevant statistics. Also, based on this assessment, the main challenges related to data protection, sharing, and ethical considerations were identified.

- Preparation of Comprehensive Report: A detailed report maps out the relevant administrative data holdings in the sub-region. This report outlines the current situation in each country, as well as the challenges and opportunities related to the administrative data (versus other data types, such as survey data). This report also developed suggestions for improving the procedures for collecting, processing, analyzing, and using data.

Administrative data systems in this context are understood in their widest sense, i.e., systems that capture operational data of any entity, be it Government, CSOs, INGOs, etc. Administrative data cannot be used to measure all of the six areas above (e.g., some areas, such as "4. Attitudes Towards Minority Groups", can only be measured with survey data). Still, the framework indicates the range of dimensions that need to be included in this work. Of relevance to administrative data systems is area no. 1,2,3,5 and 6 above.

The study's outputs will contribute towards the design and development of published guidance on developing and strengthening the collection and use of administrative data to measure better and monitor trends on discrimination and inequalities and generate the necessary data to inform policymaking in this area.

2 | KENYA

2.1 Discrimination and inequality context

Equality and non-discrimination are anchored in the *Constitution of Kenya 2010*[1] 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)[2], *the Poverty Reduction Strategy Paper* (PRSP)[3], *the National Development Plan* 2001-2007[4], and *the Medium-Term Expenditure Framework* (MTEF)[5].

The 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.

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1   Constitution-of-Kenya-2010-min.pdf (kdc.go.ke)
2   Economic Recovery Strategy for Wealth and Employment Creation 2003 - 2007.pdf (kippra.or.ke)
3   Kenya: Poverty Reduction Strategy Paper (imf.org)
4   Development Plans (kippra.or.ke)
5   FINAL-GECA-SECTOR-REPORT-2018-28_11_2018-1.pdf (treasury.go.ke)

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 conventions[3] 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 Rights[6],

- The Beijing Platform for Action[7],

- The International Conference on Population and Development (ICPD)[8],

- The Millennium Declaration and Millennium Development Goals (MDGs)[9] and the Sustainable Development Goals (SDGs)[10].

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' Rights[11],

- The Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights (2005)[12].

- The convention governing Specific Aspects of Refugee Problems in Africa[13],

- The African Charter on the Rights and Welfare of the Child[14], and

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6   Vienna Declaration and Programme of Action | OHCHR
7   PFA_E_Final_WEB.pdf (unwomen.org)
8   International Conference on Population and Development (unfpa.org)
9   Millennium Development Goals (MDGs) (who.int)
10   THE 17 GOALS | Sustainable Development (un.org)
11   African Charter on Human and Peoples' Rights | African Union (au.int)
12   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)
13   Convention Governing The Specific Aspects Of Refugee Problems In Africa (au.int)
14   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)[15].

The other regional instruments that Kenya has adopted include;

- The African Union Agenda 2063[16] and

- The Solemn Declaration on Gender Equality in Africa[17].

2.2 The data Governance Context

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 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.

2.3 Overview of administrative data collection 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.

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15   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)
16   Agenda 2063 | African Union (au.int)
17   Solemn Declaration on Gender Equality in Africa | African Union (au.int)

- *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,[18]
- 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

The above 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. This was an outcome to a collaboration between the NSO and the National Human Rights Institutions of Kenya (i.e., Kenya National Commission on Human Rights) which made Kenya the first country in the world where an MoU between NSO and NHRI was signed to operationalize a human rights-based approach to data ([Counting groups left behind: a stellar step for inclusion in Kenya|OHCHR](#)). 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

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18 [The Commission is internationally accredited (status A) by the Global Alliance of National Human Rights Institutions.](#)

2020[19]. In 2023, building on its pioneering work, Kenya renewed its MoU between the NSO and the National Human Rights Institutions of 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. The MoU aims to operationalize the Human Rights-Based Approach to Data to leave no one behind published by the Office of the United Nations High Commissioner for Human Rights. 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.

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19   https://egrisstats.org/recommendations/implementation-progress/country-case-studies/kenya/

Table 1: 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 admins 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

2.4 Data challenges and gap analysis

Capacity gaps

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-Citizen[20], 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 and discrimination priorities, insufficient funds for statistics production and capacity building, and capacity limitations.

"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

20 Home · Government of Kenya services simplified (ecitizen.go.ke)

2.5 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, Ethics and Anti-Corruption Commission (EACC), KHRC, children's department, and National Council for Persons with Disabilities (NCPWD). The majority of these stakeholders are compliant and safe for the few who are keeping up. The MoU between the NSO

and the National Human Rights Institution is also part of the good practices recognized both at national and international levels.

2.6 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.

3 | UGANDA

3.1 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)[21] to address these issues. The EOC[66] 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 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*[22] 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)*[23] *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*[24] and *the third National Development Plan*[25]. Additional policies related to equal opportunities include *the Uganda Gender Policy, 2007*[26] targeting to reduce gender inequalities, *the Uganda National Youth Policy, 2016*[27] to address youth challenges and harness their potential, *the National Social*

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21   Functions and Powers of EOC

22   eoc.go.ug/eoc/wp-content/uploads/2020/04/THE-NATIONAL-EQUAL-OPPORTUNITIES-POLICY.pdf
23   Constitution -1995 (ec.or.ug)
24   Uganda Vision 2040 | Uganda National Web Portal (gou.go.ug)
25   library.health.go.ug/sites/default/files/resources/Third National Development Plan III%2C 2020-21-2024-25.pdf
26   Gender Policy Booklet.pmd (fao.org)
27   National Youth Policy | Uganda National Web Portal (gou.go.ug)

Protection Policy 2016[28], *the National Policy for Older Persons 2009*[29], and *the National Equal Opportunities Policy, 2006*[30]. 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 declarations[3] 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

- 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, 1986[31],
- The African Youth Charter 2006[32],
- The African Agenda 2063[61],
- The African Union Gender Policy (2009)[33],
- The Maputo Protocol[34], and
- The African Protocol on Disability[35].

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

3.2 The data Governance Context

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

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28 National-Social-Protection-Policy-uganda.pdf (socialprotection. go.ug)
29 https://www.unicef.org/uganda/sites/unicef.org.uganda/ files/2018-05/Unicef%20older%20Persons%20final%20version%203_. pdf
30 Introduction (eoc.go.ug)

31 African Charter on Human and Peoples' Rights | African Commission on Human and Peoples' Rights (au.int)
32 African Youth Charter | African Union (au.int)
33 au.int/sites/default/files/documents/36195-doc-au_strategy_for_ gender_equality_womens_empowerment_2018-2028_report.pdf
34 About the Protocol | Maputo Protocol
35 The African Disability Protocol: a call to leave no one behind | Blogs | Sightsavers

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.

3.3 Overview of administrative data collection 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[36]
- 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

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

- 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 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 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

3.4 Data challenges and gap analysis

Capacity gaps

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 hoc. 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.

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.

3.5 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*[37] 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*[38] 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 Guidance[39] which has been very proactive in guiding data creation technologies and creation of modern data management systems. The ministry is also mandated *to develop modern and clear data standards* to meet the wider Ugandan National data strategy[40] as well as the Big Data Utilization Strategy 2023/2024 - 2027/2028[41].

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*[42] report that has led to evidence-based policymaking. Other reports published on inequality and discrimination include the *National Priority Gender Equality Indicators (2016*) (NPGEIs)[43], and the subsequent *National Priority Gender Equality Indicators (2019*)[88]. 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.

3.6 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 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

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37 09_2022UgandaCGD_Guideline_Toolkit_2910202102.pdf (ubos.org)
38 Uganda-National-ME-Policy-July-2013.pdf (gpffe.org)
39 Ministry of ICT & National Guidance – Uganda
40 Advancing Uganda's National Data Strategy – Ministry of ICT & National Guidance
41 MOICT-BIG-DATA-UTILIZATION-STRATEGY.pdf

42 2022VAWG_qualitative_report.pdf (ubos.org)
43 2018NPGEIs_Oct2016.pdf (ubos.org)

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. The NSO needs to strengthen its collaboration with the Human Rights Commission, including the implementation of its Memorandum of Understanding to operationalize a human rights-based approach to data.

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.

"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

4 | Tanzania

4.1 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 treaties[3] relevant to discrimination and inequality, such as;

- The *International Covenant on Economic, Social, and Cultural Rights* (ICESCR)[44] - guarantees rights related to health, education, and decent work.

- The *International Covenant on Civil and Political Rights* (ICCPR)[45] - 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)[46] - 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 Child[47],

- The Convention on the Elimination of All Forms of Discrimination against Women and People's Rights[48],

- The African Charter on Human and Peoples Rights[76].

- 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)[49], *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)[50], Legal and Human Rights Centre (LHRC)[51], Tanzania Women Empowerment in

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44   Microsoft Word - Document1 (ohchr.org)
45   International Covenant on Civil and Political Rights | OHCHR
46   1711571 (ohchr.org)

47   Convention on the Rights of the Child | OHCHR
48   Convention on the Elimination of All Forms of Discrimination against Women New York, 18 December 1979 | OHCHR
49   THBUB | Mwanzo (chragg.go.tz). The Commission is internationally accredited (status A) by the Global Alliance of National Human Rights Institutions (September 2024).
50   THRDC - Tanzania Human Rights Defenders Coalition
51   LHRC | LHRC Home (humanrights.or.tz)

Action (TAWEA)[52], Legal and Human Rights Centre (LHRC)[53], Tanzania Gender Networking Programme (TGNP)[54], Zanzibar Centre for Disability and Inclusive Development (ZACDID), among others who collect administrative data on discrimination and inequality.

4.2 Administrative data governance

The Tanzania National Bureau of Statistics (NBS)[55] 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.

4.3 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 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 2050[56], Africa Development Bank (AfDB) High 5s[57], the East African Policy on Persons with Disabilities (2012)[58] and the African Development Agenda 2063[103] 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*[59], *the Committee on the Elimination of Discrimination against Women* (CEDAW)[60] 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) III[61] and the Tanzania Statistical Master Plan Phase Two (TSMP II) 2022/23 – 2026/27[62]. Zanzibar is also guided by the Zanzibar Development Plan (ZADEP)[63]. 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)[64] country-wide study. Before this, in 2018 and 2017, facts and figures booklets on Women and Men[65] were published by the NBS. The booklets contained information from various statistical publications from the two National Statistics Offices (NSO), sector ministries, government departments and other agencies. The booklets included chapters on population, health, education, women empowerment property rights and asset ownership.

52 Tanzania Women Empowerment in Action (TAWEA) | End Violence (end-violence.org)
53 LHRC | LHRC Home (humanrights.or.tz)
54 About – TGNP
55 National Bureau of Statistics - General Information (nbs.go.tz)

56 foreign.go.tz/uploads/eac_vision_2050-_web.pdf
57 The High 5s | African Development Bank Group (afdb.org)
58 Persons with Disabilities (eac.int)
59 Istanbul Programme of Action | Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
60 Committee on the Elimination of Discrimination against Women | OHCHR
61 tro.go.tz/wp-content/uploads/2021/06/FYDP-III-English.pdf
62 nbs.go.tz/nbs/takwimu/tsmp/TSMP_II_Strategy.pdf
63 https://www.mofzanzibar.go.tz/newpofp/pdf/zadep.pdf
64 SIGI Country Report for Tanzania (nbs.go.tz)
65 National Bureau of Statistics - Gender Statistics (nbs.go.tz)

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 3: 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

4.4 Data challenges and gap analysis

Data Capacity gaps

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-impairment[66]. Collaborations with the National Human Rights Commission (NHRC) and Gender

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

4.5 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 Technology[67] through its Education Management Information System (EMIS)[68] 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)[69] through the National Health accounts[70] collects and analyses financing health data, highlighting all potential inequalities in resource allocation and access to health. This has also resulted in production of good statistics in the health space.

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66 https://www.nbs.go.tz/nbs/takwimu/Abstracts/Statistical_ Abstract_2022.pdf

67 Ministry of Education, Science and Technology | (moe.go.tz)
68 planipolis.iiep.unesco.org/sites/default/files/ressources/tanzania- emis-dev-plan-2004-2007.pdf
69 Home|Ministry of Health (moh.go.tz)
70 HS2020 Technical Report Template (hfgproject.org)

Regarding data utilization, *NBS does commendable work of producing periodic national statistics abstracts* like the National Statistics Abstract 2022[116] below and Thematic reports like the Social Institutions and Gender Index (SIGI) Country Report for Tanzania[110]. 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.

4.6 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. The NSO should consider strengthening its collaboration

"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

with the National Human Rights Institution to further operationalization of a human rights-based approach to data.

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.

5 | Ethiopia

5.1 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)[71], 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*[72] 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)[73] which was ratified in 1981. In 1991, the country also ratified the *Convention on the Rights*

of the Child[74] , *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*[75] 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*[76], *the Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment*[77], *the African Charter on Human and Peoples' Rights*[78], and *the African Charter on the Rights and Welfare of the Child*[79].

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)[80] 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 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

71   https://www.ohchr.org/sites/default/files/cescr.pdf
72   https://www.ohchr.org/sites/default/files/cerd.pdf
73   https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/cedaw.pdf

74   https://www.ohchr.org/sites/default/files/crc.pdf
75   https://www.ohchr.org/sites/default/files/Documents/Publications/AdvocacyTool_en.pdf
76   https://www.ohchr.org/sites/default/files/ccpr.pdf

77   https://www.ohchr.org/sites/default/files/cat.pdf
78   https://treaties.un.org/doc/Publication/UNTS/Volume%201520/volume-1520-I-26363-English.pdf
79   https://au.int/sites/default/files/treaties/36804-treaty-african_charter_on_rights_welfare_of_the_child.pdf
80   https://ehrc.org/

outreach and public education to sensitize people on their rights. Regarding gender equality, EHRC works alongside with Ministry of Women and Social Affairs[81] 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)[82], the Ministry of Peace[83], and the Institution of the Ombudsman of the Federal Republic of Ethiopia[84]. These institutions work closely with EHRC to ensure that human rights are upheld.

5.2 Administrative data governance

The Ethiopian National Statistics Office, also known as the Ethiopian Statistical Service (ESS)[85] 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)[86] 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)[131], which again 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)[87], 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 – 2022[88], the Ethiopian gender asset gap survey analytical report December 2022[89], and many other reports and surveys on discrimination and inequality[90]. ESS has also done surveys and published reports on agriculture, Business and industries, and Household & Price[135]. Despite these achievements, ESS still faces a challenge in terms of availability, comparability, timeliness, and quality of gender statistics[91] 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.

5.3 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 Ethiopia Statistics Services (ESS)[92] which is mandated to produce statistical data for the country. ESS does surveys to meet the data needs of the country including the following:

- Ethiopia Socioeconomic Surveys that are conducted periodically to provide data on the peoples' living standards at the household level,

81 https://www.mowsa.gov.et/?page_id=147&lang=en
82 https://www.mowsa.gov.et/?page_id=9&lang=en
83 https://mop.gov.et/web/ministry-of-peace
84 https://www.theioi.org/ioi-members/africa/ethiopia/institution-of-the-ombudsman-of-the-federal-republic-of-ethiopia
85 https://www.statsethiopia.gov.et/
86 https://unstats.un.org/capacity-development/UNSD-FCDO/ethiopia/

87 https://www.statsethiopia.gov.et/wp-content/uploads/2019/07/National-Strategy-for-the-Development-of-Statistics-NSDS-II-201516-%E2%80%93-201920.pdf
88 https://www.statsethiopia.gov.et/agriculture/ethiopia-socioeconomic-survey-wave5-2021-2022/
89 https://www.statsethiopia.gov.et/wp-content/uploads/2023/06/Gender-Asset-Gap-Survey-Main-Report.pdf
90 https://www.statsethiopia.gov.et/our-survey-reports/
91 https://www.statsethiopia.gov.et/wp-content/uploads/2021/07/Gender-Statistics_Assessment-Report.pdf
92 http://www.csa.gov.et/index.php%3Foption%3Dcom_phocadownload%26view%3Dcategory%26id%3D270%26Itemid%3D270

- 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)93, and the International Commission of Human Rights Experts on Ethiopia94 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.

- The Ministry of Education,

- The Ministry of Health,

- The Ministry of Labor and Social Affairs[95], and

- The Ministry of Finance and Economic Cooperation[96] 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 [97] is also another important body that deals in Civil data which is updated periodically.

- The Ethiopian Higher Education Strategy Center[98],

- The Ethiopian Human Rights Commission[99],

- The Ethiopian Institution of the Ombudsmen[100],

- Ethiopian Land Administration Authority

- Residents Identification and Civil Status Documents Registration Services

- Ethiopian Electoral Board

- Ethiopian Federal Civil Service Agency

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93 https://ehrc.org/who-we-are/
94 https://www.ohchr.org/en/hr-bodies/hrc/ichre-ethiopa/index

95 https://www.devex.com/organizations/ministry-of-labor-and-social-affairs-ethiopia-133925
96 https://www.adaptation-fund.org/ie/ministry-of-finance-and-economic-cooperation-mofec/
97 https://et.linkedin.com/company/ethiopian-civil-service-commistion
98 https://members.educause.edu/higher-education-strategy-center
99 https://ehrc.org/who-we-are/. The Commission is internationally accredited (status A) by the Global Alliance of National Human Rights Institutions (September 2024).
100 https://www.theioi.org/ioi-members/africa/ethiopia/institution-of-the-ombudsman-of-the-federal-republic-of-ethiopia

- Ethiopian Center for Disability and Development

- Ethiopian Central Statistics Office

- FIDA Ethiopia[101], and

- The Ethiopian Center for Disability and Development[102].

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)[103] 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.

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.

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101   http://fida-ethiopia.org/about
102   https://ecdd-ethiopia.org/
103   https://www.statsethiopia.gov.et/about-us/

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 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,

5.4 Data challenges and gap analysis

Capacity gaps

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 database[104] 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*

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104 https://www.tandfonline.com/doi/epdf/10.1080/23322039.2022.2071385?needAccess=true

and transfer of data. Lastly, *basic social amenities like electricity and transport network*s 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 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 System[105] 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

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

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.

5.5 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 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.

5.6 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. The NSO should consider strengthening its collaboration with the Human Rights Commission to further the operationalization of a human rights-based approach to data.

6 | Djibouti

6.1 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)[106] 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)[107] 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*[108], the *Committee on the Elimination of Discrimination against Women*[109], The *National Commission of Human Rights* (Commission Nationale des Droits de l'Homme - CNDH)[110], and the *Ministry of Women and Family of Djibouti*[111]. United Nations international bodies like UNDP[112] and UNESCO[113] 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)[114] through its commitment to empower women by eliminating all forms of gender disparities.

- *Convention on the Rights of the Child*[92] – 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)[115] - showing the country's dedication to empowering and protecting individuals with disabilities.

106 Union Nationale des Femmes Djiboutiennes (UNFD) | Devex
107 Djibouti | OHCHR
108 Ministry of Women and the Family - Djibouti - 50 Million African Women Speak (womenconnect.org)
109 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
110 Accueil - Commission Nationale des Droits de l'Homme. (cndhd.dj)
111 Women's Rights in Djibouti and What the US is Doing to Help - The Borgen Project

112 Gender equality in Djibouti? | United Nations Development Programme (undp.org)
113 Djibouti takes steps to tackle gender equality in media | UNESCO
114 Convention on the Elimination of All Forms of Discrimination against Women New York, 18 December 1979 | OHCHR
115 Convention on the Rights of Persons with Disabilities | OHCHR

Other treaties signed and ratified include;

- The African (BANJUL) Charter on Human and People's Rights[76],

- The International Covenant on Civil and Political Rights[116],

- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment[117]

- 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

6.2 Administrative data governance

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 data[118], the United Nations Economic Commission for Africa (UNECA) among other organizations in data collection and stewardship[119], as well as the World Bank to provide gender-disaggregated data on Household Consumption[120] 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 2035[121]. 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 Surveys[122], which are conducted periodically, to provide data on consumption patterns. In 2021, INSTAD also conducted a Population and Health survey[123] 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 survey[124], which is also done periodically to provide data on

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116   International Covenant on Civil and Political Rights | OHCHR
117   Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment | OHCHR

118   IOM Dji_Monthly report_September_ENG2021.pdf (un.org)
119   UNSD — Working Group on Data Stewardship
120   Data for all: Djibouti releases a new data library contributing a key global public good and helping track the country's progress (worldbank.org)
121   djiboutiembassykuwait.net/assets/files/djibouti-2035-en.pdf
122   World Bank Document (smartdatafinance.org)
123   who_score_dji_en.pdf
124   Djibouti - labor force participation rate 2012-2022 | Statista

employment, unemployment, and market trends 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, INSTAT 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.

6.3 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 include:

- 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 *Civil Society Organizations* (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 System[125] which collects instances of GBV for prosecution purposes by the Ministry of Justice, while USAID collaborates with civil society organizations on

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125 https://www.gbvims.com

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. 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.

Table 5: 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 admins 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.

6.4 Data challenges and gap analysis

Capacity gaps

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.

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.

Data gaps

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.

6.5 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.

6.6 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*

"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

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.

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 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.
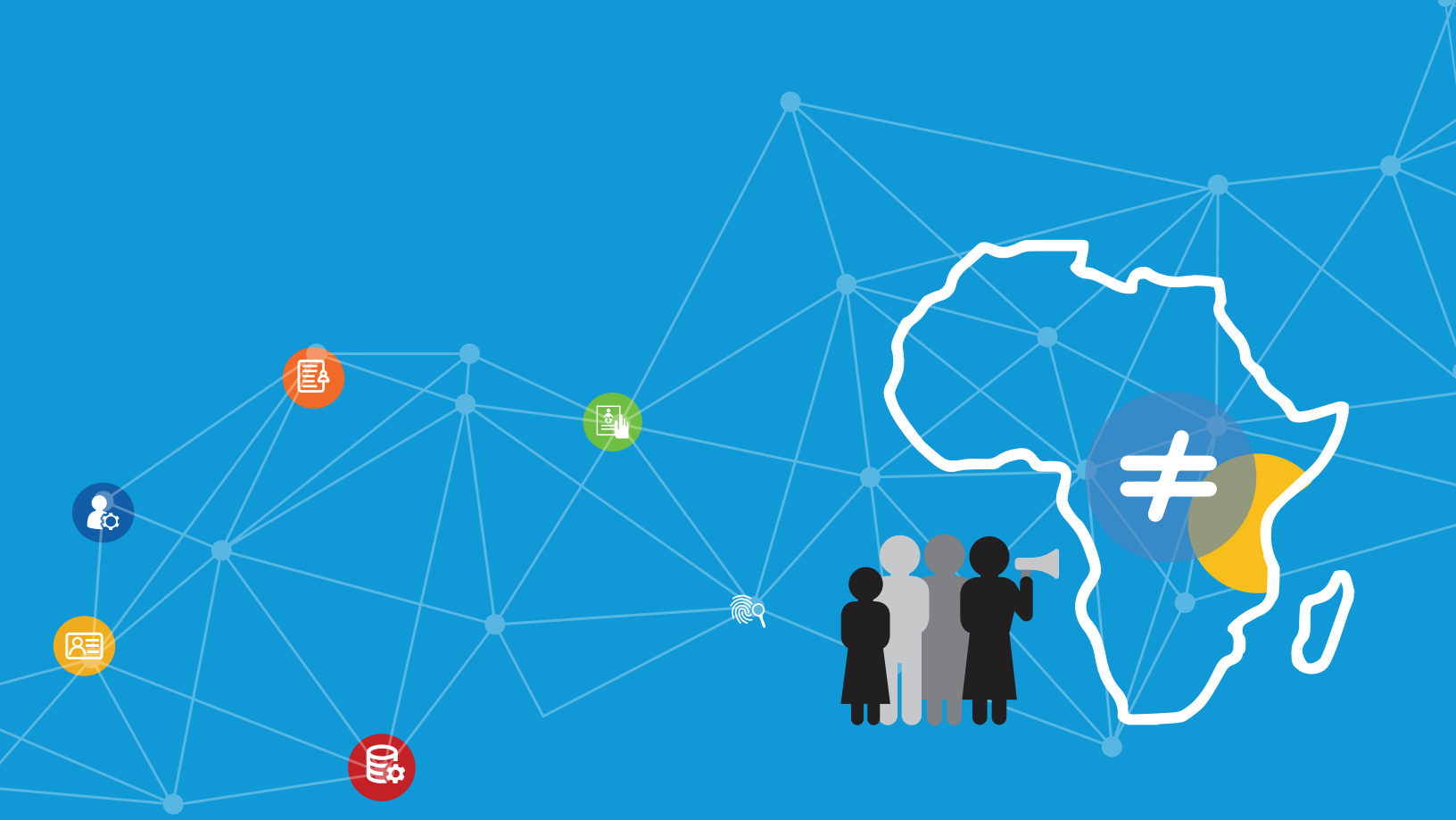
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