



FINAL DRAFT

**SADC Gender Statistics Strategy (SGSS)
(2023-2030)**

Better data - Better lives for Women and Girls in SADC Region

February 2023

Final Draft

The SADC Gender Statistics Strategy (SGSS) (2023-2030)



The SADC Gender Statistics Strategy (SGSS)

(2023-2030)

is a publication prepared by the SADC Secretariat with technical and financial support from the UNWomen in collaboration with Member States and key stakeholders in the Regional Statistical System.

TERMS OF USE AND DISCLAIMER

The SADC Secretariat reserves its exclusive right to reproduce all its publications in whatever form. Any part of this publication cannot be reproduced, recopied, lent or repackaged for any commercial purposes without written permission from the Secretariat. Any part of this publication may only be reproduced for personal or internal use. Should any portion, data or information in this publication be included in a report, paper, article or statement, the title of the publication and the Secretariat as publisher should be cited as the source.

ISSN

Published by the
SADC Secretariat
Gaborone, Botswana
February 2023

For inquiries, please contact us at:
SADC House,
Plot No. 54385,
Central Business District,
Gaborone, REPUBLIC OF BOTSWANA.

Table of Contents

Acronyms	v
Foreword	Error! Bookmark not defined.
Acknowledgements	vi
Executive Summary	vii
1. INTRODUCTION	1
1.1 Background	1
1.2 Rationale and scope for the SGSS.....	2
1.3 Global and Continental Development frameworks	2
1.4 Structure of the Strategy.....	3
1.5 Process of developing the SADC Gender Statistics Strategy	3
2. CONTEXT ANALYSIS	5
2.1 Demand and Utilisation of Gender Statistics in SADC Region	5
2.2 Institutional and Organisational set up for Secretariat Gender Statistics	5
2.3 Gender Statistics production and availability in the Secretariat.....	6
2.4 Gender Statistics Capacity development.....	8
2.5 Gender Statistics Coordination in the RSS	8
2.6 Strengths, Weaknesses, Opportunities and Threats (SWOT)	9
2.8 Recommendations for Gender Statistics in the SRSS	10
3. STRATEGIC FOUNDATION AND DIRECTION	13
3.1 Strategic Foundation.....	13
3.2 Strategic Direction.....	13
3.3 Strategic Themes	13
3.4. Strategic Themes, Objectives, Initiatives And Result Areas	15
4. IMPLEMENTATION, MONITORING & EVALUATION AND REPORTING	22
4.1 Coordination mechanisms and institutional arrangements.....	22
4.2 Monitoring and Evaluation	22
4.3 Critical Success Factors	23
4.4 Risks and their Mitigation	24
4.5 Financing arrangements	24
Annex 1. References for document review	25
Annex II: SADC Statistical Unit	26
Annex III Statistical Performance Indicators Data Explorer	27

Acronyms

AfDB	African Development Bank
AGGES	African Group on Gender Statistics
AIDS	Acquired Immune Deficiency Syndrome
APGS	African Programme on Gender Statistics
AUC	Africa Union Commission
BPfA	Beijing Platform for Action
CEDAW	Convention for the Elimination of all forms of Discrimination against Women
COMESA	Common Market for Eastern and Southern Africa
CSO	Civil Society Organisation
CTGAP	Cape Town Global Action Plan for Sustainable Development Data
DQAF	Data Quality Assessment Framework
ECA	Economic Commission for Africa
ESARO	Eastern & Southern Africa Regional Office
EU	European Union
GBV	Gender Based Violence
GEWE	Gender Equality and Women Empowerment
GSTWG	Gender Statistics Technical Working Group
HIV	Human Immunodeficiency Virus
ICATUS	International Classification of Activities for Time Use Statistics
KII	Key Informed Interviews (Key <u>informant</u> interviews)
M&E	Monitoring and Evaluation
MDA	Ministries Departments and Agencies
MERF	Monitoring, Evaluation and Reporting Framework
MIP	Minimum Integration Program
MSGI	Minimum Set of Gender Indicators
MSGIS	Minimum Set of Gender Indicators for SADC
NSO	National Statistics Office
NSS	National Statistical System
RECs	Regional Economic Committees
RISDP	Regional Indicative Strategic Development Plan
RSDS	Regional Strategy for the Development of Statistics
RSS	Regional Statistical System
SADC	Southern African Development Community
SGP	SADC Gender Policy
SGSS	SADC Gender Statistics Strategy
SHaSA2	Strategy for Harmonisation of Statistics in Africa
SPI	Statistical Performance Indicators
SRSDS	SADC Regional Strategy for Development of Statistics
SRSS	SADC Regional Statistical System
SSC	SADC Statistics Committee
SSU	SADC Statistics Unit
STATCOM	The Statistical Commission for Africa
SWOT	Strength, Weakness, Opportunities and Threats
UK	United Kingdom
UNECA	United Nations Economic Commission for Africa
UNSD	United Nations Statistics Division
UNWOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WB	World Bank

Acknowledgements

This is the maiden SADC Gender Statistics Strategy (SGSS). The process of developing the SGSS has been realised with the financial and technical support from the UNWomen. Technical advice and support in the whole design process was provided by an International Consultant (Dr. Norah Madaya) with additional input from members of the SADC Secretariat Statistics Unit and the Gender Unit led by Mr. Deepchandsingh Jagai and Ms. Kelly Dambuza.

It is imperative to recognize the invaluable contribution and support of different stakeholders in this process. Our appreciation goes to all the representatives from the Secretariat and dedicated individuals of the National Statistics Offices for their participation and inputs during the design and validation.

Specifically, Dr. Isabella Schmidt (UN Women) is greatly acknowledged for the technical support. In addition, the SADC team was very instrumental in providing requisite information to inform the process. It is our sincere hope that this SGSS will make an invaluable contribution to the SGSS design and successful implementation of gender statistics.

Executive Summary

The 2020 Extra-Ordinary summit of the Southern Africa Development Community (SADC) Head of States approved the development of the Vision 2050 to define the future direction of the Secretariat, reorganise its priorities of regional cooperation and integration and set achievable targets, based on current and evolving changes driven by regional, continental, and global agenda. This birthed the 2030-2030 Regional Indicative Strategic Development Plan (RISDP) which focuses on three pillars namely; Peace, Security, and Good Governance (Pillar I), Infrastructure Development (Pillar II), and Social and Human Capital Development (Pillar III). The RISDP also underlines cross cutting areas namely **Gender**, Statistics, Youth, Environment and Climate Change, and Disaster Risk Management.

Globally, the need to achieve gender equality and empower all women and girls is elaborated by the United Nations Agenda 2030 for Sustainable Development Goal (SDG) 5 'Achieve gender equality and empower all women and girls. A set of indicators (54) have been enlisted for measuring development progress on Gender Equality and Women's Empowerment (GEWE). At continental level, the African Programme on Gender Statistics (APGS) aligned to the Agenda 2063, and SDGs prompts Regional Economic Communities (RECs) to strengthen measurement of gender equality and equity.

The Protocol on Statistics provides the legal framework for collecting, analysing, reporting and dissemination of regional statistics. Article 25 of the Protocol on Statistics states that Member States shall; integrate gender in their statistical programmes, establish gender statistics databases, produce official disaggregated data for monitoring gender parity and undertake gender specific surveys such as Gender Based Violence and or add modules to regular surveys that will generate the required data.

Status of Gender Statistics in the SADC Secretariat:

The Secretariat is responsible for gender statistics amidst others such as poverty, industrial, mining, macroeconomic and convergence and finance, trade, infrastructure, energy, agriculture, environment, climate change and disaster risk reduction, tourism, demography and health, education statistics, employment and labour, and governance statistics. Data collection on the statistics pertaining to regional integration are conducted from July to November and published in December of the same year.

Challenges: The importance of Gender Statistics is well understood by the staff in the SADC Statistics Unit. However, gender Statistics and data flow chain needs to be enhanced and strategically planned with the Member States. Apart from Gender Based Violence (GBV) which Member States are obliged to supply as instituted by the SADC Gender Ministerial Committee, there is a disconnect in data flow between Member States and the Secretariat due to weak linkages for data exchange, limited commitment to respond to Secretariat data requests, and general lack of gender related data that Member States can confidently share.

The Secretariat is constrained in terms of technical capacity, both in terms of staff numbers and technical gender statistics expertise. This makes it difficult for them to steer data flow from Member States, undertake research and analyse available data and harmonise gender related data from Member States. The Statistics Unit staff also require training in survey design and gender-based surveys if the Secretariat to support Member States in a sustainable manner and produce a regular gender statistics publication. The data flow between the Secretariat and Member States is weak due to diverse constraints in some Member States. This includes but is not limited to weak legal frameworks, coordination mechanisms, inadequate requisite skills and focal points for gender statistics.

Gender Statistics in Member States.

As the primary source of basic data and statistics, Member States play a pivotal role in the statistics aggregated by the SADC Secretariat. Gender statistics assessment supported by UNWomen and consultations with Member States including, Malawi, South Africa, Mozambique, Madagascar, Zimbabwe and Democratic Republic of Congo reveal common challenges in gender statistics production namely; ¹ the inadequate policy frameworks, technology to support statistical production, time lag between surveys and censuses, limited access to and use of gender data and statistics across the NSS, and weak administrative data systems.

Rationale for Why the Southern Africa Development Community (SADC) Gender Statistics Strategy (SGSS).

The increased demand for gender statistics in the region has prompted the adoption of a strategic approach to strengthen capacity to produce, use and harmonise gender statistics in the SADC region. A decision was made by the SADC Statistics Committee at its Meeting in June 2022 in Blantyre, Malawi, for Secretariat to develop a Regional Gender Statistics Strategy. A comprehensive framework is required to adequately respond and bolster evidence based gender responsive regional initiatives to meet gender data requirements of global conventions such as the Convention for the Elimination of all forms of Discrimination against Women (CEDAW), Beijing Platform for Action (BPfA), the Commonwealth Plan of Action on Gender and Development (2005-2010), the International Conference on Population and Development (1994), the United Nations Declaration on Violence Against Women (1993), and the Millennium Declaration (2000), and the SADC Gender Policy, and the SADC Gender and Development Protocol.

The SGSS vision is ‘a robust and gender responsive Regional Statistical System that supports regional integration’². The Secretariat shall focus on three strategic themes as key pillars of transformation and modernisation of gender statistics namely;

¹ UNWomen _ Malawi, South Africa, Mozambique

² SGSS Vision builds on the Regional Strategy for the Development of Statistics (2020-2030) mission to produce and disseminate relevant, reliable, timely, disaggregated, and harmonized statistics, consistent with international principles and standards.

1. Institutional strengthening and sustainability of gender statistics in Member States.
2. Harmonization of standards, concepts and definitions and methodology of gender statistics to meet data needs of the SADC Gender Protocol.
3. Build capacity for production and use of gender statistics.

The outcome of the SGSS will include collaboration and coordination within the Secretariat and guiding Member States on what gender statistics to prioritise and use that provide evidence on women and girls in their diverse dimensions including disabilities, the elderly, children.

Implementation, Monitoring and Evaluation

The Secretariat will execute the SGSS in collaboration with key partners in Gender Statistics such as UNWomen and other partners. The SGSS document elaborates each thematic area with related strategic objectives, initiatives, and a list of actions to be prioritised over the period is provided in the document.

The SGSS implementation will be supported and anchored on current, emerging, and transformed structures including the SADC Statistics Committee and Technical Working Group on Gender Statistics within the Regional Statistical System and National Gender Statistics Committees in National Statistical Systems (NSS). It will involve coordination between the statistics unit and existing structures including the Secretariat Organs, development agencies, committees, and technical working groups that support the Protocol on Statistics.

Further, the Secretariat will conduct regular tracking of inputs, activities, and outputs, and signal any diversions for improvement to ensure the planned activities remain on course. The mid and end term evaluation will be planned and undertaken in line with the RSDS.

Financing plan. An estimated budget will be developed and funded by the Secretariat and complemented by some development partners. Activities that call for Member State interventions will be funded by their governments and development partners where possible.

1. INTRODUCTION

1.1 Background

The Southern African Development Community Secretariat has underlined the need for gender statistics to among others, measure the progress towards achieving gender equality and equity in the region. The Agenda 2030, Africa Agenda 2063 and related gender statistics governing normative frameworks underpin the need for Member States to systematically produce and use gender statistics. The Statistical Commission for Africa (STATCOM-Africa) African Group on Gender statistics (AGGES), in collaboration with the United Nations Economic Commission for Africa (UNECA), guide countries on addressing unmet user needs, and challenges posed by global development agenda.³ The African Programme on Gender Statistics Phase III underscores the need for regional economic commissions to be included and contribute towards its implementation.

The SADC Regional Indicative Strategic Development Plan

The Regional Indicative Strategic Development Plan (RISDP) aims at intensifying gender equality and women's empowerment across a plethora national and regional levels socio-economic development initiatives and political processes⁴. The development of the SGSS is guided by policy instruments including the Protocol on Statistics, Protocol on Gender and Development and RSDS for the Secretariat.

The Regional Strategy for the Development of Statistics (RSDS)

Strengthening Gender Statistical capacity in SADC is guided by the Regional Strategy for the Development Statistics (RSDS) and the Protocol on Statistics. The Protocol on Statistics generally addresses issues related to data sources and dissemination. However, Article 25 of the Protocol explicitly articulates the precepts of gender statistics development. The RSDS (2020-2030) is aligned to the RISDP (2020-2030) and is consistent with the Cape Town Global Action Plan for Sustainable Development Data (CTGAP) and the second Strategy for Harmonisation of Statistics in Africa (SHaSA2) with a focus on the following thematic areas.

- Policy frameworks for the development of regional statistics.
- Institutional strengthening and sustainability of the SRSS.
- Harmonization of regional statistics.
- Digital transformation of regional statistics.
- Capacity for data production, management, dissemination, and use.
- Quality of regional statistics.

The RISDP underscores the need for a robust and responsive regional statistical system to underpin regional integration processes, including measurement of impact. Such a system is

³ Economic Commission for Africa, et al (2020) African Programme on Gender statistics. Evaluation Report.

⁴ RISDP (2020-2030)

envisaged to deliver quality gender statistics through a transformed and modernised gender responsive regional statistics.

1.2 Rationale and scope for the SGSS

The SADC Secretariat collates social, economic, and environment data from Member States to inform regional integration and development. In response to the Africa Program on Gender Statistics (APGS) plan of action, the high-level Statistics Committee directed the SADC Secretariat to develop a SADC Gender Statistics Strategy (SGSS) in June 2022, to guide gender statistics production across the region. The decision also spurred the Secretariat to holistically harmonise and guide Member States in prioritising Gender Based Violence (GBV) which was impacting regional and development progress.

Findings from national gender statistics assessments revealed unmet data needs arising from existing practices and others from the evolving development agendas such as SDGs, Beijing Platform for Action (BPfA), the Commonwealth Plan of Action on Gender and Development (2005-2010), the Convention for the Elimination of all forms of Discrimination against Women (CEDAW) and the related United Nations Declaration on Violence Against Women (1993), the Millennium Declaration (2000), in addition to their own SADC Gender Policy and Gender and Development Protocol (2016). These among others prompted the need to fast track the development of a gender responsive regional statistical system. The SGSS (2023-2030) defines the future perspective of the SADC Secretariat and provides for prioritised quality data production in Members States, harmonisation and capacity to be enhanced through creativity, insight, and continuous improvement.

1.3 Global and Continental Development frameworks

Gender equality is an essential human right, and contributes to peaceful, productive, and sustainable societies. The Sustainable Development Goal 5 replicated in Africa Agenda 2063, underpins the need for country systems to monitor and ensure availability of gender-sensitive indicators. The development agendas emphasise enabling statistical legislations and use of quality tools and processes to generate gender statistics. The SADC region needs reliable, accessible, and quality data for monitoring and reporting on SDG 5 to end all forms of discrimination by 2030.

Efforts to produce statistics for the measurement of gender-sensitive indicators of the SDGs have inspired regional fraternities to formulate aligned frameworks, policies and strategies that seek to guide the processes and systems to produce timely, relevant, and accessible gender statistics. Relatedly, Agenda 2063 also underscores the need for quality gender statistics to assess whether the full potential of African women and youth, boys and girls is being realized. It is also critical for engendering the five aspirations hinged on growth and sustainable development, unity, rule of law, peace, and the demographic dividend.

Gender Statistics Interventions by other Partners in the Region

Strengthening of gender statistics on the continent is articulated by the Africa Programme on Gender Statistics (APGS) (2022 – 2026). The APGS, is an umbrella regional programme which

comprises various initiatives implemented by regional and international agencies, Regional Economic Communities, and Civil Society Organizations (CSOs) working in Africa including Pan African Organisations, COMESA and UNWomen through the African Group on Gender Statistics (AGGES). The United Nations Economic Commission for Africa (UNECA) has been appointed by the Africa Statistical Commission as the secretariat of the AGGES. The APGS aims to minimise duplication of efforts, create synergies among the different stakeholders, optimize resource mobilization and use to bring about tangible and sustainable improvements in the coordination, generation, harmonisation, and utilisation of gender statistics in the region. The various agencies that contribute towards the APGS are implementing several capacity building, research, normative framework initiatives across the continent. While UN Women continues to lead national assessments on gender statistics (2017-2022), Common Market for Eastern and Southern Africa (COMESA) is also currently implementing a gender statistics capacity building programme in 37 low-income countries with support from AfDB.

1.4 Structure of the Strategy

This SGSS is organised into four Chapters, namely;

Chapter 1: This Chapter presents the background and importance of Gender statistics development, the driving national, regional, and global level development frameworks, rationale, and development process.

Chapter 2: Context for gender statistics. This chapter comprises the status of gender statistics in the SADC region. It presents the legal framework, coordination mechanism, the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis, and priority issues.

Chapter 3: Strategic foundation and strategic direction. This chapter discusses the strategic direction for the strategy outlining the vision, mission, objectives, and result areas, and,

Chapter 4: Implementation arrangements of the SGSS: This Chapter underpins the required institutional and coordination arrangements, monitoring and evaluation and reporting mechanisms, financing, and risk management strategies.

1.5 Process of developing the SADC Gender Statistics Strategy

The SGSS design process started with an entry online briefing with the SADC Secretariat Statistics Unit, and Gender and Development Unit team as primary stakeholders. An in-depth consultative meeting with the gender statistics team was held thereafter with the Statistics Unit to appreciate the data supply chain and institutional arrangements, capacity, financing, partnerships, and methodological issues. This was followed with the development of an inception report that illuminated and created unity of understanding of expected outputs, clarity of the task and a roadmap.

The SGSS design used a document review (see Annex 1), analysis of key gender statistics and Gender and Development products as highlighted in section 2.3 on Gender Based Violence and performance on reporting and publication of SDG related minimum indicators. Further, information was collected through semi-structured Key Informant Interviews (KII) on the role of the Secretariat and Member States, data flow and priorities. The tool targeting Member States addressed the Statistical Protocol Article 25 institutional arrangements and gender statistics, data collection, disaggregation, and dissemination based on the MERF and SDG gender indicators among the 16 Member States.

2. CONTEXT ANALYSIS

This section provides a situation analysis of the RSS as informed by the document review, country gender assessment and consultations.

2.1 Demand and Utilisation of Gender Statistics in SADC Region

The Regional Gender Policy revised in 2007, Protocol on Gender and Development, Regional Integrated (Indicative) Strategic Development Plan (RISDP), the Africa Agenda 2063, and the Agenda 2030 for Sustainable Development Goals explain the rationale to mainstream gender in SADC Programme of Action and Community Building Initiatives. The areas of policy focus are: i) constitutional and legal rights, 2) governance, education, and training, 3) productive resources and employment, 4) Gender Based Violence, 5) Health and HIV/AIDS, 6) Peace building and conflict resolution, 7) Media, information, and communication⁵.

2.2 Institutional and Organisational set up for Secretariat Gender Statistics

The SADC Secretariat Statistics Unit (SSU) central role is to co-ordinate and execute regional statistical projects, capacity building and related activities; lead and offer technical advice on harmonization and standardization of official statistics and maintain publicity of gender statistics under a functional database. It has a lean staff compliment and receive sustainable funding from Member States contributions.

The instruments governing statistical development in the SADC Secretariat are the Protocol on Statistics and the RSDS (2020-2030). The Protocol on Statistics 'Article 25' for Gender Statistics specifies that all Member States shall;

- (a) mainstream gender issues in all their statistical programmes and activities.
- (b) establish a gender statistics database.
- (c) annually produce official statistics related to individuals and disaggregated by sex and age to monitor Gender Parity.
- (d) annually produce Gender-Based Violence (GBV) official statistics and design surveys or add a module of questions in an existing household survey, and
- (e) compile and disseminate annually official gender statistics to relevant platforms nationally, regionally, and internationally.⁶

Besides the Statistics institutional frameworks, Member States have legal frameworks for statistics and 75% of the Statistical Acts make mention of Gender.

Secretariat Gender and Development (SG&D) Unit

The SADC Gender and Development Unit ushered in 1996, is anchored on the SADC Declaration on Gender and Development (1997), SADC Gender Policy, and Protocol on Gender and Development Article 35 (3) which states that '*State Parties shall collect and analyse baseline data against which progress in achieving targets will be monitored*'. However, the

⁵ SADC Secretariat (2007). SADC Gender Policy.

⁶ SADC Secretariat (2021) Protocol on Statistics.

Gender Unit on the other hand implements the MERF, facilitates, and coordinates: a) the process of defining indicators and developing monitoring (tools); b) mobilisation of resources to support Member States to collect relevant information (including training), c) collating, consolidating, analysing, and validating the information (including independent studies), and d) reporting to relevant SADC policy structures.

The SADC Secretariat has developed a Monitoring, Evaluation and Reporting Framework (MERF) for the Gender (Gender and Development Protocol, with indicators that must be provided by Member State Gender Machineries for reporting progress on the implementation of this Protocol. The MERF indicators present data requirements in the region and are a potential source of the Minimum Set of Gender Indicators for SADC (MSGIS). The Gender Unit collects information annually from member states on gender indicators using predesigned tools. There is need for strengthened collaboration between national Gender Machineries and National Statistics Offices to define and produce requisite gender data for use as official statistics.

SADC Statistical Governance

The SADC statistics governance framework is steered by the Council of Ministers at the apex. The Council is a policy organ which among others, guides and approves regional statistical programmes. The SADC Statistics Committee (SSC) comprising Heads of the National Statistics Offices (NSOs) is responsible for policy development, strategy, and guidance on execution of regional statistics programmes. Member States under the RSS are responsible for producing, coordinating, and disseminating official statistics in the NSS. To enhance harmonisation of effort all Member States are obliged to appoint focal points to handle all gender statistics matters in SADC.

The RSDS provides for establishment of statistics coordination structures including the Gender Statistics Technical Working Group to provide oversight and regulatory functions in the gender statistics Unit and the RSS. Thus, Member States NSOs are required to establish gender statistics committees to deliberate on and agree on gender-related statistical matters and appoint gender statistics focal points. Findings from NSO gender statistics assessments reveal that Malawi, Madagascar, Democratic Republic of Congo (DRC) lack gender statistics coordination structure.

2.3 Gender Statistics production and availability in the Secretariat

The average World Bank Statistics Performance Indicator (SPI) for SADC Member States is 52.6 percent and 62.8 percent (Annex III). Secretariat Statistical supply chain is dependent on submission of only disseminated official data from Member States. However, the non-response of Member States to Secretariat data requests is high even if the interest is on disseminated statistics only. Member States tend to be more likely to submit data on Gender Based Violence (GBV) consistent to SDG 5.2 because of the directive from the SADC Council of Ministers.⁷ Evidence from the Barometer2021 on GBV registered the concern of the SADC

⁷ GBV is defined as all acts perpetuated against women, men, boys, and girls which cause or could cause physical, sexual, psychological, emotional, or economic harm.

Secretariat about the lack of critical GBV data submissions by member countries⁸. The Results from the GBV regional report (2019) showed that 14 Member States⁹ published their GBV status, save for Comoros and Madagascar that lacked GBV statistics. In addition, the Secretariat has published report on women and politics in the region. The current sixteen gender responsive MERF indicators for the region include;

MERF indicators at country level.

4.1 Gender Inequality Index
4.2 Women in National Parliament in SADC, Number
4.3 Number of Seats in National Parliament in SADC by Sex
4.4 Proportion of Women in SADC in Ministerial Level Positions, (%)
4.5 Gender-Related Development Index (GDI)
4.6 Female share of graduates in Science, Technology, Engineering and Mathematics on Tertiary education (%)
4.7 Women married by age 15 (% of women 20-24 years old)
4.8 Women married by age 18 (% of women 20-24 years old)
4.9 Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of women age 15-49)
4.10 Female share of employment in senior and middle management (%)
4.11 Firms with female participation in ownership (% of firms),
4.12 Proportion of Women who have mobile money (% age 15+)
4.13 Proportion of women who have financial institution account, Female (% age 15+)
4.14 Contraceptive prevalence, any method (% of married or in-union women of reproductive age, 15–49 years)
4.15 Unmet need for family planning (% of married or in-union women of reproductive age, 15–49 years)
4.16 Violence against Girls and Women (%)

**Source: SADC Gender Policy (2016)*

Gender statistics production and gaps in Member States: The UNWomen assessments in Malawi, South Africa and Mozambique confirm availability of gender statistics in their countries, although the status varies among Member States due to limited financial and human resources, mechanisms for data sharing, and absence of focal points. However, some of the surveys fall short of generating disaggregated data across gender dimensions and are irregular with long time intervals between them. Most importantly, the flow of basic data from Member States to the Secretariat is often inconsistent, which affects the intention to aggregate and publish data.

Gender statistics are produced from Population and Housing Censuses; Household Budget Surveys; Demographic and Health Surveys; Multiple Indicator Cluster Surveys, and Labour Force Surveys. Member States submit data to the SADC Secretariat and SADC Gender Monitor reports are produced every two years. In **Malawi**, most MDA M&E indicator frameworks include some gender indicators. Data from Member States are harmonised for inclusion in the annual SADC Statistical publication. Some Member States cannot report on gender related

⁸ SADC Gender Protocol Barometer, 2021. SADC 2021. Voice and Choice Barometer.

⁹ GBV reporting Member States (2019) were; Angola, Botswana, DRC, Eswatini, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia, and Zimbabwe)

indicators in the minimum set due to data gaps arising from weak administrative data, absence of an integrated census and survey programme, lack of a comprehensive calendar for data releases and dissemination and resource constraints (financial and human resources).

Gender has been institutionalised in Member States, but Gender Statistics outfits are understaffed, under resourced, and lack both voice and visibility¹⁰. For example,

In **Malawi**, most of the MDA M&E indicator frameworks include some gender indicators. However, data gaps exist on; Violence Against Women (VAW), unpaid care work, labour market statistics, and gender pay gap. Additionally, data gaps exist in gender and poverty, gender and the environment, and access to assets such as land which are not collected regularly using comparable methodologies.

In **Mozambique**, gender statistics are produced through surveys and censuses but due to lack of data or irregular collection and non-disaggregation reporting progress on international and regional treaties has not been achieved.

In **South Africa**, data gaps include GBV prevalence, recent time use data, economic participation particularly land ownership, access and use, gender pay gap, teenage pregnancy, women and girl's health, Inclusion of non-binary classifications of sex in all data systems, school safety and violence data.

2.4 Gender Statistics Capacity development

The in-depth discussion with the Gender Statistics Unit revealed the limited number of human resources in the Statistics. The Secretariat Statistics Unit (SSU) currently has a staff complement of four staff. Currently, the Secretariat depends on technical assistance for research and analysis. Overall, the SSU has limited conceptualisation of gender statistics and lacks technical expertise in survey design, and gender-based surveys such as Time Use Surveys (TUS), unpaid care work, Gender Based Violence (GBV), and Violence Against Women and Girls (VAWG). The Secretariat has inadequate capacity for conducting in-depth gender analyses and mainstreaming of gender in NSDS, budgets and other policy frameworks. Developing such skills at the Secretariat is essential for continuous technical support and monitoring statistical activities within the Secretariat and among Member States. Mainstreaming gender in existing programmes like the SADC free open learning and research developed by the University of Reading Statistics Services Centre training pack fulfils the objective of broadening the scope of skills development in the region.

2.5 Gender Statistics Coordination in the RSS

Coordination is an epitome of an efficient SRSS as provided for in the RSDS. Coordination enhances quality and harmony in statistical processes and programmes and is essential for the Secretariat and Member States. Currently, the SADC SSU coordinates production and dissemination of monetary, financial and balance of payments statistics (See Annex II). Coordination mechanisms for statistics have been amplified through statutory meetings,

¹⁰ National Statistical Strategic Plan 2019-2023.

tools, guidelines, methodologies, and classifications that enable compilation, harmonisation, and comparable statistics across Member States. Coordination between the Statistics Unit and other departments has transcended from the review and design of the regional statistics strategy to engagement with Secretariat Directorates to determining indicators for monitoring the Gender and Development Protocol.

At national level, the results showed that Malawi has a gender data network framework which connects all Member States at regional level, while Zimbabwe has a gender statistics section which coordinates the production of gender statistics within the rest of ZIMSTAT and NSS. Madagascar on the other hand does not have structures for gender statistics.

2.6 Strengths, Weaknesses, Opportunities and Threats (SWOT)

To derive an extensive appreciation of the capacity of SADC Secretariat to meet the requirements of the gender and development protocol, an understanding of the SRSS strengths, weaknesses, opportunities, and threats was undertaken (**Table 1**). The topical areas included; the institutional environment; use of gender statistics, financing, human resources, publication, and dissemination, among others.

Table 1. SWOT analysis of Gender Statistics in the SRSS

<p>Strengths</p> <ul style="list-style-type: none"> • Protocols and structures to facilitate the production of gender statistics exist. • Strong leadership role of the SADC secretariat • Appreciation of the importance of gender statistics by the SADC secretariat • Existence of internal users • Existence of the M&E framework • Availability of financial resources for regular statistical programs • Existence of permanent staff and structures at SADC secretariat to do statistics work. • Existence of a gender technical working group • Strong leadership role of the ministerial statistics committee at the SADC secretariat • Existence of an approved set of GBV indicators for annual reporting 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Absence of gender publications • Generation of gender statistics is biased towards GBV. The rest of the thematic areas are ignored. • Little research being done to produce gender statistics. • Limited statistical capacity in gender-based surveys and analysis • Limited understanding of what gender statistics entails. • Weak gender statistics governance structure at the Secretariat and member state level. • Disconnect between the gender unit and statistics unit at the secretariat.
<p>Opportunities</p> <ul style="list-style-type: none"> • Existence of a framework for south -south cooperation among Member States for sharing human resources. • Existence of guiding frameworks for gender statistics at global, regional, and national level. • Readiness of development partners such as UN Women, AfDB, ECA, The World Bank, to support the secretariat. • Existence of NSOs and gender machinery in Member States 	<p>Threats</p> <ul style="list-style-type: none"> • Duplication of capacity building support programs by development partners • Non-gender responsive NSDS in Member States • Inadequate statistical capacity in some Member States and huge demand for basic statistical training • Inadequate GBV data quality to inform GBV reporting. • Weak capacity to disaggregate GBV data by gender in most Member States.

<ul style="list-style-type: none"> Increased demand for Gender statistics at global, continental, and regional level (by CEDAW, Beijing, SDG, Agenda 2063, RISDP) 	
--	--

2.8 Recommendations for Gender Statistics in the SRSS

Recommendations to strengthen data flow, governance, capacity, and harmonisation of gender statistics based on the SWOT analysis from the Secretariat and Member States (See Table 1) perspective was as follows;

SADC Secretariat

SADC Secretariat	Member States
1. Strengthen institutional arrangements and policy frameworks	
<ul style="list-style-type: none"> Support mainstreaming of gender in the NSDS, Legislations, budgets of the Member States Strengthen and support institutionalization of User- producer dialogues for better gender statistics in the region. Conduct advocacy for the Member States to sign and ratify the Protocol on Statistics Advocate for generation of data on other gender attributes besides GBV. 	<ul style="list-style-type: none"> Ratify the Protocol on Statistics Update national statistical legislation with gender statistics. Integrate Gender statistics in NSDSs and Statistics legislations. Establish gender statistics coordination mechanisms. Mobilise resources for gender statistics production, harmonisation, and dissemination. Enhance human and capital resources for gender data work in NSO and gender machineries for production and use of gender statistics. Advocate for hire of skilled gender statistics focal persons in NSOs. Advocate and sensitise key stakeholders – policy makers, media, researchers about the importance of gender statistics. Design gender statistics communication and development plans to foster access.
2. Harmonisation of Gender Statistics in the region	
<ul style="list-style-type: none"> Standardise gender concepts, definitions, methodologies. Develop guidelines to improve harmonisation of data for increased comparability, sharing, integration and reporting of gender statistics. 	<ul style="list-style-type: none"> Fill gender data gaps. Improve disaggregation. Regularise data collection. Institute national quality assurance framework for statistics produced in general, and for gender statistics. Automate data collection and production
3. Capacity for gender statistics production and use	
<ul style="list-style-type: none"> Strengthen Technical capacity as well as research in different gender-based survey methods e.g., GBV, and Violence Against Women, Girls (VAWG), Children (VAC), Family and Older Women (VAN), Time Use, Unpaid Care Work, Social Institutions and Gender Index (SIGI), Leave No One Behind, etc. Enhance technical capacity of gender statistics focal persons and data auditors in NSOs to undertake data audits for quality assurance. 	<ul style="list-style-type: none"> Modernise administrative data systems for production of gender statistics. Strengthen standardisation of concepts and definitions across the NSS for better data flow and transfer. Conduct specialised standalone gender surveys e.g., GBV prevalence surveys, time use surveys, and the Social Institutions and Gender Index survey, among others. Enhance technical capacity of gender statistics focal persons and data auditors in NSOs to undertake data audits and analysis of gender statistics. Build data user literacy to increase demand and use of gender statistics. Increase investment in innovative infrastructure (relevant ICT materials) for efficient data production.
4. Gender statistics supply chain and governance	

SADC Secretariat	Member States
<ul style="list-style-type: none"> • Conduct user needs assessments and user satisfaction and address unmet the gender data and skills gaps at regional level. • Monitor quality of gender data and statistics in line with the DQAF and WB SPI. • Strengthen data exchange and flows. 	<ul style="list-style-type: none"> • Conduct periodic user needs assessment, user satisfaction surveys and address unmet gender data and skills gaps at regional level. • Conduct quality assessment of gender data and statistics in line with the DQAF

'Quality gender statistics are a pre-requisite for responsive evidence based planning, resource allocation, monitoring and evaluation, and progress reporting on the implementation of development Agenda and programmes'

3. STRATEGIC FOUNDATION AND DIRECTION

The Strategy for Gender Statistics is consistent with the RSDS programme to develop sectoral strategic frameworks for regional integration (SO1.3) as the provided in the Protocol on Statistics (Article 25), and the Protocol and Gender and Development linked to the 2030 Agenda, Africa Agenda 2063, the Maputo Protocol and the RSDS results framework endorsed by the Council of Ministers. The SGSS is also linked to the RISDP strategic objectives 2, Outcome 1 as follows;

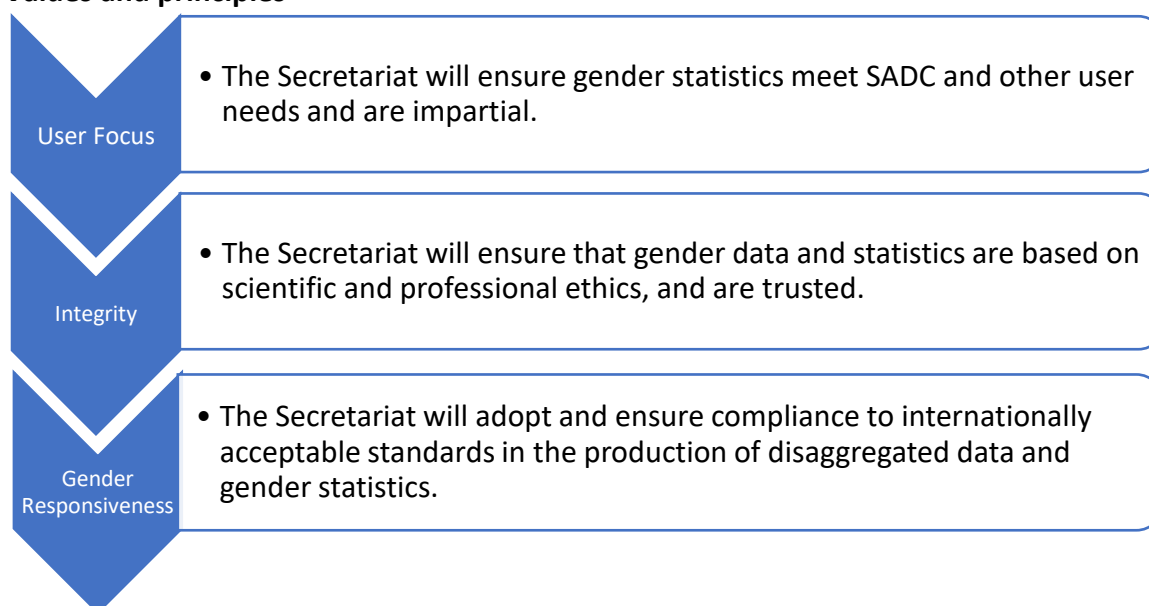
3.1 Strategic Foundation

Vision: A robust gender responsive Regional Statistical System that underpins regional integration, inclusiveness and pro-poor growth policies.

Mission.

To coordinate, harmonise and provide quality gender-based evidence for monitoring SADC commitments, African integration agenda, and the Sustainable Development Goals.

Values and principles



3.2 Strategic Direction

The SGSS is elaborated through themes, objectives, initiatives, and actions. To achieve the themes, objectives have been identified with specific outcomes. The purpose of these prescribed outcomes is to enable the SADC Secretariat to benchmark its performance on the strategic themes developed from the SWOT analysis, the dialogue within the Secretariat and the document review.

3.3 Strategic Themes

- 1) Institutionalisation and sustainability of gender statistics in Member States.
- 2) Harmonization standards, concepts and definitions and methodology to meet data

needs of the Gender protocol.

- 3) Capacity for production, dissemination and use of gender statistics.

3.3.1 Objectives

To achieve the strategic themes, objectives have been identified with specific outcomes. The purpose of these prescribed outcomes is to enable the Secretariat to bench mark its performance on the strategic themes.

Themes	Objective	Outcomes
1. Institutionalisation and sustainability of gender statistics in the SRSS.	Institute normative frameworks for gender statistics production, access and use in the RSS.	Inclusive evidence-based gender responsive policies, strategies and decisions in Member States covering women, youth, children, and persons with disabilities;
2. Harmonization of regional Gender statistics.	Strengthen use of standard international methodologies, concepts and definitions, metadata across Member States	Percentage increase in the harmonised minimum set of quality gender statistics relevant to the RISDP;
3. Capacity for production, dissemination and use of gender statistics	Increase statistical value through acquiring requisite skills and competencies for survey design and gender specific surveys; institute regular flow and production of a gender statistics publication. (RSDS 3.3.4)	Competence in production and management of regional gender statistics at the SADC Secretariat and in Member States.

Strategic Objectives and Initiatives

Objectives	Initiatives
A. Institute a culture of normative frameworks for gender statistics production, access and use in the RSS	<ol style="list-style-type: none"> 1. Develop and monitor sectoral policy instruments for regional gender statistics. 2. Support mainstreaming of gender in national strategic frameworks and programmes in the RSS. 3. Create visibility and awareness about the SGSS. 4. Enhance gender statistics governance structures. 5. Improve mechanisms for sustained financing and partnerships.
B. Strengthen use of standard international methodologies, concepts and definitions, metadata across Member States	<ol style="list-style-type: none"> 1. Develop guidelines and tools for harmonisation of gender statistics. 2. Improve skills and competences on standards and procedures for gender statistics.
C. Increase statistical value through acquiring requisite skills and competencies for survey design and gender specific surveys; institute regular flow and production of a gender statistics publication. (RSDS 3.3.4)	<ol style="list-style-type: none"> 1. Improve skills and capacity in modernised survey design and gender-based surveys. 2. Promote gender statistics research and policy analysis in response to the Minimum Set of Gender Indicators for SADC (MSGIS).

3.4. Strategic Themes, Objectives, Initiatives And Result Areas

Strategic Theme 1: Institutional Strengthening for Gender Statistics production and use

An enabling institutional environment is key for an efficient statistical system. The Secretariat will therefore understand the current and future policy landscape as expressed in the gender protocols adopted by Member States.

The theme will focus on establishing an enabling environment needed for nurturing an evidence-based gender responsive culture in the RSS. The RSDS intervention 2 provides for Institutional strengthening and sustainability of the SRSS to be realised through deliberate coordination of producers and users in the Secretariat and region. This strategy will foster mainstreaming of gender in NSDSs, Medium Term Expenditure Frameworks, and annual plans of Member States among others. There are plans to organise producer – user dialogues every two years, during which gender statistics will be included as a key dimension to promote disaggregated data production and inclusiveness.

Expected Outcome:

Inclusive evidence-based gender responsive policies, strategies and decisions in Member States covering women, youth, children, and persons with disabilities.

Table 3.3 Results chain for SO 1

Objective	Initiatives	Outputs	Key Performance Indicators
A. SO 1 Institute a culture of normative frameworks for gender statistics production, access and use in the RSS	A1. Implement the SGSS	Regional Gender Statistics Strategy, 2022-30 implemented	SGSS 2022-30 produced and approved in 2022/23
		Annual SGSS Monitoring Reports SGSS Mid-term review report.	Monitoring Reports produced every end of financial year. Mid-Term review report
		Final Evaluation of SGSS 2022-30 Report	Final Evaluation of SGSS 2022-30 undertaken in 2030
		Post 2030 SGSS developed and approved	Post SGSS developed and approved in 2030
	A2. Support mainstreaming of gender in national strategic frameworks and programmes in the RSS.	Gender responsive national statistical normative frameworks and programmes developed	Proportion of member states with gender statistics strategies mainstreamed in their NSDSs effective 2022
		NSDSs developed with or updated with gender statistics in Member States.	
		Gender statistics baseline survey conducted.	SADC MS gender statistics Status report and best practices
	A3. Enhance governance for Gender Statistics	Functional Gender Statistics Technical Working Group.	Strengthened oversight and improved reporting.
		Institutionalised producer and user dialogue on gender statistics in the region	Regional Forum of Data producer and user dialogue on gender statistics held biennially.
		Number of Member States with functional Gender Statistics Structures	Harmonised gender statistics in Member States.
	A4. Create visibility and awareness about the SGSS	Number of stakeholders and Member States sensitized about the SGSS	Awareness and compliance to the SGSS aspirations
		Increased demand and use of gender statistics in the RSS	SRSS and MS statisticians informed about emerging gender responsive statistical methods, practices,

Objective	Initiatives	Outputs	Key Performance Indicators
			and trends in during 2022 to 2030.

To achieve all the objectives, strategic initiatives have been included to drive strategic performance of the SGSS. The Secretariat will require sufficient financial, human, and structural resources to succeed in implementing this strategy. Thus, in meeting objective A, Table 3.3 the following apply;

A1: Develop and monitor sectoral policy instruments for regional gender statistics

The Secretariat will in line with the Regional Strategy for the development of Statistics support effective implementation, monitoring and evaluation of the SSGS. Specifically, continuous monitoring and adjustments are to be undertaken in line with the emerging data priorities to accelerate evidence-based gender responsive data and statistics. It will involve the Secretariat Statistics, and the Gender and Development Units collectively providing the requisite policy and strategic guidance for tracking the GSS in respect to the minimum set of indicators and performance against set initiatives. The Units will also determine monitoring plans, tools, indicators, gender responsive processes, reporting mechanisms and strategic foresight to ensure gender equality is realised.

A2: Support mainstreaming of gender in national strategic frameworks and programmes in the RSS.

There are various normative frameworks supporting the development of gender statistics in the SADC Member States. to further enhance the institutionalisation and integration of gender statistics in the SADC region. Such initiative will involve supporting Member States to integrate gender statistics in their national policies, legislation, Strategies for the Development of Statistics (NSDSs) and Sector Statistics Plans. Wherever the former does not exist, Member States should be supported to design standalone gender statistics strategies, gender specific survey programmes and production of disaggregated data. To identify best practices in the region, a baseline survey on Gender Statistics production, prioritised gender statistics and requisite capacities will be undertaken.

A3: Enhance governance for Gender Statistics

Governance of the gender statistics in the SADC Region should be underpinned by principles, professional standards, structures, and objectivity to ensure their mainstreaming in statistics production, dissemination, and use. This initiative envisions the enhancement and establishment of gender statistics structures and institutional arrangements in the SADC Secretariat, and in Member States to foster reforms in gender statistics at the national and regional levels. The role of the gender statistics focal points and the NSDS focal point would be crucial to coordinate together the development of the strategies.

A4: Create visibility and awareness about the SGSS

To ensure broader understanding and appreciation of the SGSS, advocacy for it is needed among key stakeholders. This involves promoting, communicating, and disseminating the strategy within the Secretariat, among Member States (NSS) and key partners to cultivate and nurture an inclusive approach to gender statistics production, dissemination, and use. This initiative will steer a gender responsive ecosystem at regional level and among Member States to showcase the benefits of gender statistics. It entails undertaking of stakeholder consultations; social media outreach, media events (interviews, press conferences) and other advocacy material (flyers, videos, posters) and events (International Women’s Day); and use of dissemination tools such as websites and apps.

Theme 2: Harmonization and Capacity Building in Gender Statistics.

The Statistical Commission (Statcom) for Africa (2020) adopted the Minimum Set of Gender Indicators for Africa (MSGIA) framework to guide the prioritisation and production of indicators for all areas enshrined under the Gender and Development Protocol. Additionally, there is need to develop guidelines for harmonisation of gender statistics at regional and Member States level to regularly produce a SADC region gender statistics publication. Gender statistics are based on the core RISDP Clusters, MERF and SDG Indicators Frameworks, which monitor women’s empowerment, equality and equity in the region. All Member States will be encouraged to adhere to international Standards such as, the International Classification of Activities for Time-Use Statistics (ICATUS 2016) and the modernization of time-use survey.

Outcome: Percentage increase in the harmonised minimum set of quality gender statistics relevant to the RISDP.

Table 4.2 Results Chain for Theme 2

Objective	Initiatives	Outputs	KPIs
B. SO2. Strengthen use of standard international methodologies, concepts and definitions, metadata across SADC Member States	B.1. Develop and implement guidelines for production of harmonised gender statistics.	Common gender-based survey questions and instruments	Guidelines for harmonisation of gender statistics developed
	B.2. Undertake capacity building training on methods and standards for gender statistics	Skills on gender statistics methodology and standards developed in Member States	Adherence to international standards in gender statistics
	B.3. Improve skills and competencies of the Secretariat Unit staff for harmonisation and analysis of gender data.	Skills on handling methodology for Time Use Survey, Unpaid Care Work, Gender Based Violence built.	Training and capacity building programs for gender statistics focal persons from 2023-2026

	B.4. Develop a regional capacity building plan for gender statistics	Gender Statistics plan activities for Member States	Annualised skills gap assessment and improvement plan
--	--	---	---

To achieve objective B, the following initiatives will be implemented;

B1. Develop and implement guidelines for the production of harmonised gender statistics.

Harmonisation of gender statistics entails implementing process standards across Member States based on international gender statistics standards which enable comparability of data across data-ecosystems in Member States. It will involve promoting the development of gender statistics strategies, plans and programmes to enhance and promote the use of common gender-based survey questions and instruments across Member States. The Secretariat will adopt available guidelines for producing gender statistics¹¹ and institutionalise mechanism for harmonisation and standard setting.

B.2. Undertake capacity building training on methods and standards for gender statistics.

The technical capacity requirements have been aggravated by the emerging data requirements from the RISDP, Agenda 2063 and Agenda 2030 SDGs to monitor and report progress on gender matters. The data revolution era has also triggered use of data from non-traditional sources. Despite some improvement in data supporting other organ clusters, the gender related data gaps, delayed data flow of Member States, and non-disaggregated data are evident at the Secretariat and national level. There is need for training in survey designs as well as modernisation of gender-based surveys.

B.3. Enhance the technical capacity of the Secretariat Statistics Unit staff in the compilation and analysis of gender statistics.

This encompasses building in-house technical capacity of the Secretariat as well as training delivery for gender data users. Enhance the technical capacity of the Secretariat Unit staff in the compilation and analysis of gender statistics, as well as skills in gender responsive research, data collection, analysis and dissemination as well as specialised gender surveys. To support this, the Secretariat will undertake a capacity gap assessment for gender statistics in the Secretariat while Member States conduct same initiative and share their results for planning.

B.4. Develop a regional capacity building plan for gender statistics

In line with the RSDS capacity building objective, building technical capacity and use of gender statistics requires a responsive SRSS-wide training plan targeting survey design, mainstreaming data in data collection, compilation, analysis and dissemination of gender related indicators to be developed and implemented. The statistics produced thereafter will support M&E of gender equality commitments at regional and Member State level including Agenda 2063 and Agenda 2030.

¹¹ https://paris21.org/sites/default/files/inline-files/Framework%202020_update_web.pdf

Strategic Theme 3: Dissemination, uptake and use of gender statistics

Much of SADC gender statistics and data originate from the Member States. This theme entails improving uptake of gender statistics in the SRSS through open data increased documentation, dissemination, publication, and data archiving of gender statistical products. It involves enhancing accessibility to gender statistical outputs at the Secretariat and Member States level. The accessibility and reliability of data generally depend on data processes in Member States and how they are collected, processed, stored, documented, and disseminated. There is need for increased user access through timely dissemination of regionally harmonised gender statistics.

Outcome 3: Increased access and use of harmonised gender statistics.

Table 4.3 Results Chain for Theme 3

Objective	Initiatives	Outputs	KPIs
C. SO3. Develop an effective and efficient data dissemination system for gender statistics in the SRSS.	C.1. Improve mainstreaming of gender in cluster-based surveys e.g. Industrialisation, Multi-dimensional poverty, Informal Cross Border Trade	Regional Gender responsive cluster-based surveys	Annual reports on gender responsive cluster-based surveys
	C.2. Promote gender statistics research and policy analysis in response to Minimum Set of Gender Indicators for SADC. (MSGIS)	Regional gender analytical and policy briefs produced	Gender analytical and policy briefs produced annually beginning 2023
	C.3. Improve dissemination and access of regional level gender statistics	Updated SADC Gender Statistics data base	Functional gender statistics database

C.1. Improve mainstreaming of gender in cluster-based surveys e.g. Industrialisation, Multi-dimensional poverty, Informal Cross Border Trade

Gender is a cross-cutting issue in the RISDP and features prominently in the RSDS. In view of Protocol on Statistics Article 25 (1), the SADC Secretariat will oversee mainstreaming of gender in statistical programmes and activities. To increase value of cluster-based surveys, gender should be integrated and mainstreamed in the data value chain of cluster-based surveys e.g. Industrialisation, Multi-dimensional poverty, Informal Cross Border Trade. The Secretariat will proactively engage the respective Cluster implementors and encourage them to mainstream gender and produce gender disaggregated data.

C.2. Promote gender statistics research and policy analysis in response to Minimum Set of Gender Indicators for SADC. (MSGIS)

The Secretariat will sensitize and support Member States to agree to a set of SADC specific minimum gender indicators to inform Gender and Development tracking. In-depths research and policy analysis of the existing data from Member States Surveys, censuses and administrative data will be promoted to inform the various RISDP Clusters and feed the regular SADC region gender statistics facts and figures publication, as well as gender analytical and policy briefs.

C.3. Improve dissemination and access of regional level gender statistics

This initiative is consistent with requirements of Article 28 of the Protocol on Statistics on dissemination and aligned to the RSDS objective of developing and operationalising an Open Data Portal for regional statistics. Dissemination of gender statistics will follow the open data standard to ensure users obtain and access relevant and quality data and statistical information. In addition, a functional and up-to date Gender Statistics database will be developed for the SADC region. Similarly, the Gender Statistics database (Article 25 (2) to provide a reliable source for gender statistics will be a one stop centre and repository for relevant harmonised and integrated gender data (SADC Minimum Set of Indicators) and statistics from Member States. The database will embed visualization and interactive mapping of key indicators to enhance user access and retrieval of requisite statistical information for decision making.

4. IMPLEMENTATION, MONITORING & EVALUATION AND REPORTING

The Secretariat is positioned to execute the SGSS implementation and will provide guidance to Member States on gender statistics production, dissemination and use to inform the diverse commitments. The Secretariat will develop internal capacity to focus its attention on gender statistics production through implementation of the SGSS in collaboration with RISDP cluster organs and Member States. The SADC Gender Statistics initiatives support national priorities, regional obligations, and global commitments to gender equality and empowerment of women and girls. The SGSS will be implemented through existing, new and revitalised structures at regional and national levels and strengthen coordination among several agencies, committees and working groups. The financing of the SGSS will be integrated in the regional budget and expenditure framework.

4.1 Coordination mechanisms and institutional arrangements

The Secretariat will execute the GSS at regional and Member State level with appropriately constituted membership and guided by terms of reference articulated in the Protocol on Statistics. Coordination of the SGSS will be exercised through regional and Member State structures to yield unified and harmonised gender statistics and indicators. The coordination structures will mirror those in article 31 of the Protocol on Statistics to ensure harmony of processes. Successful SGSS implementation will depend on functional institutional arrangements between the Secretariat and Member States at regional and national levels as follows;

Regional level. At Regional level, the SADC Statistics Committee and the SADC Secretariat will oversee the SGSS successful implementation. Collaboration between the Statistics Unit and the Gender and Development Unit will be exercised during the implementation process to enhance synergy across clusters and Member States and avoid duplication.

National level: At National level, strong and effective coordination is required to promote institutional collaboration between NSOs and National Gender Machineries, Civil Society Organisations and the academia. The Secretariat will oversee the formation, operationalisation and empowerment of the national level gender statistics committees based on standard Terms of Reference.

4.2 Monitoring and Evaluation

A monitoring and evaluation (M&E) framework for the SADC SGSS is an important tool for the governance of the strategy, for lessons learnt and allowing for continuous correction during implementation. The key outputs and key performance indicators will help the Secretariat to know how fast and how well the SADC region is streamlining its data collection to respond to AGENDA 2030 AND Agenda 2063 indicator reporting.

The M&E framework for the SADC GSS will be consistent with the SADC RISDP M&E Policy. Using a results-based management framework, progress reports will be prepared for evaluation purposes. To satisfy transparency and accountability requirements, the assessment and review reports will be publicly disseminated.

Monitoring

SGSS monitoring will require performance data to measure attainment of objectives. Annual action plans will be developed and informed by decisions and directives on prioritised activities. Monitoring the SGSS will be a continuous process where the Key Performance Indicators (KPIs) will be tracked. The Secretariat will monitor gender statistics development in Member States to ensure the appropriate structures are established, institutional frameworks are supportive, and the relevant data are produced.

Evaluation

The measurement of short and medium-term results will focus on achievement of Key Performance Indicators under each Theme and production of statistics to inform the Minimum Set of Gender Statistics for SADC each year.

Mid-term Evaluation

The mid-term evaluation of the SGSS will be conducted internally or externally. It will analyse and describe the achievement of the Strategy against the outputs outlined in the result framework. It will present issues of design, initial lessons learnt (positive or negative) and needs for possible adjustments.

End Term Evaluation Report

The end term evaluation will be at the end of the strategic plan implementation period in 2030. It will focus on the achievement of the mission and contribution towards the RSDS vision. The evaluation will assess whether outcomes have been achieved and the level of contribution. Issues of effectiveness, impact and sustainability will be of major consideration during the evaluation. The Secretariat will obtain technical assistance from independent consultants to undertake the evaluations.

Reporting

All SGSS reports will be produced and made accessible to key stakeholders including Secretariat staff, Organs and the leadership of Member States, as well as Development Partners, and SADC Statistics Committee. The Secretariat will design a schedule of reporting against progress in consultation with other SGSS implementers using the Key Performance Indicators. The monitoring and evaluation reports will show progressive achievements on initiatives with a gender lens.

4.3 Critical Success Factors

The SGSS framework aims to strengthen technical capacity of the Statistics Unit to collate, harmonise, analyse and publish relevant regional gender statistics. The key factors that may impact on how successfully and effectively RSS actors contribute to achievement of the mission, strategic theme and objectives are:

- 1) Consistent production of gender statistics.

- 2) Enabling innovative frameworks.
- 3) Cultivating an inclusive gender statistics culture in the NSS.
- 4) Developing strong advocacy for gender statistics.
- 5) Sustaining statistical coordination, management and monitoring, and,
- 6) Mainstreaming gender in all innovative frameworks.

4.4 Risks and their Mitigation

Risks	Mitigation Measures
1. Limited cooperation between the Secretariat Gender and Development, and Gender Statistics Unit	The Secretariat Gender and Development, and Gender Statistics Units will develop joint plans for developing areas (indicators) of common interest.
2. Member States may not commit to the SGSS approach.	This is addressed by the adoption of the SADC RSDS, and the Protocol on Statistics which commits Member States to accord to the vision, principles, and governance arrangements; The SADC RSDS includes advocacy actions that promote and support governments to give high priority statistical development.
3. Unrealistic and ambitious timelines.	Use the results of monitoring the implementation plans to update expected outputs and timelines.
4. Irregular, incorrect, and delayed statistical information from Member States.	Regular meetings, sharing reports and publishing the gender statistics are necessary means to ensure information can be analysed and quality assured.
5. Weak commitment from National Statistical Offices	the SADC Secretariat will use their respective governance arrangements and numerous networking groups to continuously advocate to governments for to support the SGSS.

4.5 Financing arrangements

Funding for the rollout of SGSS activities will primarily be sourced from the Secretariat budget supported by Member States. The financing will be complemented with donor support and partnerships with the UNWomen, the World Bank and other institutions on harmonization of statistics.

Annex 1. References for document review

African Charter on Statistics (2009)
Africa Programme on Gender Statistics (APGS III) (2022-2026).
UNWomen (2019). Kenya Gender Sector Statistics Plan
Beijing Declaration and Platform for Action (BPfA) 1995
The SADC Gender Protocol Monitoring, Evaluation and Reporting Framework (MERF).
Gender statistics strategies of Member States.
UNWomen (2021). Malawi National Gender Statistics Assessment (2019).
UNWomen (2021). Mozambique National Gender Statistics Assessment (2019)
UNWomen (2021). Evaluation of the Zimbabwe National Strategy for the Development of Statistics (NSDS) II (2015), 2016-2020, from a Gender Perspective.
UNWomen (2021). Assessment of Gender Data and Capacity Gaps in South Africa (2021).
Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and the Optional Protocol (CEDAW).
1325 United Nations Security Council Resolution (UNSCR) on Women, Peace and Security (2000);
UNwomen, AfDB and UNECA (2020) Minimum set of gender indicators For Africa - Phase IV report¹²
PARTNERSHIP IN STATISTICS FOR DEVELOPMENT IN THE 21ST CENTURY (Paris21) (2020). Assessing data and statistical capacity gaps for better gender statistics FRAMEWORK AND IMPLEMENTATION GUIDELINES.
UNECA (2016). Compendium on Gender Statistics in Africa
UN Women (. Gender statistics. Making Every Woman and Girl Count. Gender statistics | UN Women – Africa
SADC Maputo protocol (2012).
SADC Successor Regional Strategy for the Development of Statistics (2020 – 2030).
SADC (2017). Monitoring, Evaluation & Reporting Framework (MERF) Protocol on Gender and Development
SADC (2019). Protocol on Statistics (Article 25)
SADC Gender Policy
SADC Protocol on Gender and Development
SADC Regional Statistics Development Strategy (RSDS) (2020-30)
SADC Gender and Development Monitor (2022). Women in Politics and Decision Making, 8th Edition. Tracking Progress on Implementation of the Revised SADC Protocol on Gender and Development.

¹² [Minimum set of gender indicators For Africa - Phase IV report | UN Women Data Hub](#)

Annex II: SADC Statistical Unit

The SADC Statistics Unit (SSU) is the major data producer at the Secretariat. The SSU was established by the 1995 Council Decision to: co-ordinate and rationalize all regional statistical activities; design and implement regional projects on prioritized statistical subject matter areas; provide leadership, professional and technical advice (think tank) on harmonization and standardization issues; and to be the central point for regional data and statistics including technical advice on the development of official statistics regional database system (integration of integrated databases for subject-matter areas e.g. trade, national accounts, prices, environment, gender, etc.).

The SSU is guided by a Regional Strategy for the Development of Statistics (RSDS) who's mission is to provide evidence pipeline by producing and disseminating relevant, reliable, timely, disaggregated, and harmonized regional statistics, consistent with international principles and standards, required to achieve peace, security, and democratic governance in the SADC region, attain African integration and international development goals.

Its mandate is to facilitate capacity (institutional, organisational, human) building for the production and dissemination of quality harmonised official statistics and regional integration data for and about the SADC region; and to provide advocacy support for the use, investment in official statistics. The SSU works with other SADC Departments/Units and Member States to establish appropriate frameworks, policies, and systems to integrate new data sources and official statistics and to create mechanisms for governance, coordination, and partnerships. Its services target the internal and external statistical needs of the SADC Secretariat. Since its creation, the SSU has been actively involved in designing the RSDS, soliciting support from key policymakers, regional institutions, and development partners.







Annex III Statistical Performance Indicators Data Explorer

Statistical Performance Indicators Data Explorer						
Overall SPI Index in 2019 and Pillar Scores.						
Countries	SPI Overall Score	Pillar 1: Data Use	Pillar 2: Data Services	Pillar 3: Data Products	Pillar 4: Data Sources	Pillar 5: Data Infrastructure
Mauritius	75.9	100	86.2	57	66.4	70
South Africa	73.5	76.6	85.5	75.1	65.2	65
Zimbabwe	61.7	90	59.9	70.2	43.1	45
Zambia	59	90	57.8	70.5	36.8	40
Tanzania	58.1	76.6	60.7	68.8	39.3	45
Botswana	57.3	60	66.6	65.4	54.8	40
Malawi	56.5	90	61.2	66.5	34.7	30
Mozambique	56.2	80	57.6	67.4	36.2	40
Lesotho	55.2	80	63.3	53.2	39.7	40
Angola	54.9	80	57.3	68.6	28.9	40
Namibia	52.2	70	63.1	65.5	32.5	30
Madagascar	52	90	56.3	62.6	21	30
Congo, Dem. Rep.	33.8	60	26.3	44.3	18.2	20
Seychelles	48.6	40	46.5	52.8	53.9	50
Comoros		60		52.7		30
Eswatini	47.2	90	22.4	63.7	19.8	40
Total	842.1	1233.2	870.7	1004.3	590.5	655
	52.6	77.1	54.4	62.8	36.9	40.9

* Data products are measured based on the SDGs of which Goal 5 is included.

Source. World Bank Group¹³

Key

	Top Quintile
	4 th Quintile
	3 rd Quintile
	2 nd Quintile
	1 st Quintile
	Not Applicable

¹³ <https://www.worldbank.org/en/programs/statistical-performance-indicators>