NAMIBIA NATIONAL GENDER STATISTICS ASSESSMENT

MGEPESW
Ministry of Gender Equality, Poverty Eradication and Social Welfare
Republic of Namibia

Namibia Statistics Agency

UN WOMEN

WOMEN COUNT

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Contents

Acknowledgements

Abbreviations and Acronyms

AfDB	African Development Bank
ACS	African Charter of Statistics
AU	African Union
BoN	Bank of Namibia
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CGD	Citizen-generated data
CRC	The Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
CRVS	Civil registration and vital statistics
CSOs	Civil society organizations
DG	Director General
DHS	Demographic and Health Survey
DVS	Department of Veterinary services
ECF	Employees Compensation Fund
EMIS	Education Sector Management Information System
FAO	Food and Agriculture Organization
FES	Friedrich-Ebert-Stiftung
FGM	Female genital mutilation
FPOS	(United Nations) Fundamental Principles of Official Statistics
GBV	Gender-based violence
GDP	Gross domestic product
GERD	Gross (domestic) expenditure on research and development
GIPF	Government Institutions pension fund
GRN	Government of the Republic of Namibia
HDI	Human Development Index
HPP	Harambee Prosperity Plan
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
IECD	Integrated Early Childhood Development
ILO	International Labour Organization
IMF	International Monetary Fund
KII	Key informant interview
LARRI	Labour Resource and Research Institute
LFS	Labour Force Survey
MAWLR	Ministry of Agriculture, Water and Land Reform
MBN	Meat Board of Namibia
MGEPESW	Ministry of Gender Equality, Poverty Eradication and Social Welfare
MHETI	Ministry of Higher Education, Technology, and Innovation

MLIREC	Ministry of Labour Industrial Relations and Employment Creation
MEAC	Ministry of Education, Arts and Culture
MoHSS	Ministry of Health and Social Services
MSD	Maternity, Sick Leave, Death Benefit Fund
MVAF	Motor Vehicle Accident Fund
NaLMIS	Namibia Labour Market Information System
NamLITS	Namibian Livestock Identification and Traceability System
NAMWAYS	Namibia Welfare of Adolescent and Youth Survey
NAPSA	National Pension Scheme Authority
NCD	Non-communicable diseases
NDHS	Namibia Demographic Health Survey
NDP	National Development Plan
NDRMS	Namibia's Disaster Risk Management Systems
NEEFF	Namibia Equitable Economic Empowerment Framework
NFIS	Namibia Financial Inclusion Survey
NGIF	National Gender Indicator Framework
NGO	Non-governmental organizations
NHIES	Namibia Household Income and Expenditure Survey
NIDS	Namibian Intercensal Demographic Survey
NIEIS	Namibia Integrated Employment Information System
NISO	Namibia Informal Sector Organization
NMBF	National Medical Benefits Fund
NPC	National Planning Commission
NPF	National Pension Fund
NQAFS	Namibia Quality Assurance Framework for Statistics
NSA	Namibia Statistics Agency
NSDI	National Spatial Data Infrastructure
NSS	National statistical system
NUST	Namibia University of Science and Technology
OAP	Old Age Pension
OAU	Organisation of African Unity
OECD	Organisation for Economic Co-operation and Development
OMA	Government Offices, Ministries and Agencies
OPM	Office of the Prime Minister
OVC	Orphaned and Vulnerable Children
PMLP	Passive labor market policies
QI	Quality Indicators
SADC	Southern African Development Community
SDG	Sustainable Development Goals
SME	Small and Medium Enterprise
SSC	Social Security Commission
SWAPO	South-West Africa People's Organisation

TVET	Vocational Education and Training
UN	United Nations
UN Women	United Nations Entity on Gender Equality and the Empowerment of Women
UNAM	University of Namibia
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNSD	United Nations Statistical Division
VNR	Voluntary National Review
WCF	Workers Compensation Fund
WEE	Women's Economic Empowerment
WFP	World Food Programme
WHO	World Health Organization

Executive Summary

Introduction and methodology

With a constitution that explicitly makes discrimination on various grounds, including gender, unlawful, Namibia's commitment to gender equality is one of the most exemplary in Africa. A high commitment to gender equality must have a concomitant commitment to the production of gender data and statistics as the basis for planning, policy formulation, resource allocation, and monitoring and evaluation (M&E).

This report presents the findings of the assessment of the gender data and capacity gaps in Namibia. Undertaken by the Namibia Statistics Agency (NSA) and the Ministry of Gender Equality, Poverty Eradication, and Social Welfare (MGEPESW) in partnership with UN Women, the assessment aimed to take stock of gender statistics in the country and use the results to further integrate a gender perspective into national strategic planning for statistical production, use, and dissemination. The work was led by a steering committee consisting of representatives from six government offices, ministries, and agencies (OMAs). The assessment methodology was based on the PARIS21 and UN Women conceptual framework for assessing gender statistics systems framework for identifying gender statistics data and capacity gaps. Capacity development was approached comprehensively from the following perspectives: resources; skills and knowledge; management; politics and power; and incentives. A mixed methods methodology which included a document review, group interview, and the completion of four standard questionnaires that form part of the framework was applied.

This assessment report includes a short chapter which provides a high-level description of the countries' gender context using statistics. Even though data is available over a wide range of topics, the review showed that currently available data sources are several years old (LFS 2018, NIDS 2016, DHS 2013) and do not provide an up-to-date, post-COVID-19-pandemic picture of the status of women in Namibia. While the Namibia Population and Housing Census is due to be conducted in 2023 and NSA is putting renewed emphasis on improving the quality and use of administrative data, this will not be enough to meet the gender statistics requirements of the country in the short and medium term.

Normative frameworks and statistical production environment

The production of official statistics in Namibia is subject to the prescripts of the Statistics Act No. 9 of 2011. The Act provides for the development of the national statistical system (NSS) and defines its components and objectives. It also establishes the NSA and defines its Board, with its associated powers and functions. Several promulgated policies and the national statistics strategy (2018-2022) have been informed by the Act and, in the case of the latter, the vision of the National Development Plans (NDP). Namibia's current statistics legislation and policies are broadly aligned with both the United Nations (UN) Fundamental Principles of Official Statistics (FPOS) and the Africa Charter on Statistics (ACS). The country has a strong national gender machinery and gender mainstreaming has become institutionalized across both the public and private sectors.

However, there are persisting gaps in advancing a culture of evidence-based decision-making across all OMAs and the Government hierarchy. Despite the demands of the fourth industrial and data revolution, the Government of Namibia (GRN) remains largely considers and resources data the same as in previous times. Without the necessary institutional changes and resource allocations for statistical production in OMAs and the NSA, Namibia is unlikely to successfully respond to the governance challenges of the 21st century. Even though most OMAs can disaggregate their administrative data by sex, only some e.g., the Ministry of Health and Social Services (MoHSS)

and OMAs in the criminal justice sector collect gender-specific data. In most cases, gender focal points are not working with data (except for human resource data) and those manning the administrative data systems are not always statisticians. They do however have the specialized knowledge necessary to use the systems but need more gender data literacy training. There is no dedicated budget for gender statistics and Government of the Republic of Namibia (GRN) budget cuts in recent years have had a negative impact on the filling of vacant posts, the regular execution of sample surveys, and, more recently, the Population and Housing Census. Even though some coordination related to gender statistics takes place through the gender policy coordination mechanism, it is not deliberate enough and needs strengthening.

This assessment report recommends that the following activities be prioritized: development of a gender statistics sector plan with aligned to national normative frameworks; formulation and adoption of a minimum set of National Gender Indicators Framework (NGIF) to be used to track the implementation of national and international gender objectives and targets; all stakeholders to increase advocacy around gender data to increase the demand for statistics and strengthen its use; NSA and MGEPESW to advocate for and support the prioritization and earmarking of financial resources and review and update the institutional arrangements in ministries such as the Ministry of Sport, Youth, and National Service (MSYNS) and MGEPESW; NSA to increase its support to statistical capacity building across the NSS and, more particularly, for gender statistics—particularly needed at sub-national level; gender statistics activities and regular user-producer dialogues should be included in the gender policy coordination mechanism; and finally, that the Namibia Quality Assurance Framework (NQAF) be used to systematically evaluate and improve administrative data sources.

Data production and data gaps

Except for the use of outdated data, Namibia is seemingly doing well with basic sustainable development goals SDG reporting. However, many indicators are not well covered by existing data sources as some of their dimensions (disaggregation by sex, age, disabilities, and occupation) are not captured or existing data is not systematically compiled and made available. This is especially true of administrative data. Currently, Namibia can report on nearly two thirds (62%) of the 122 gender responsive indicators monitored by UN Women across all the SDGs—one of the highest percentages in the region. Some indicators require data from surveys that have either never been conducted in the country, e.g., time use survey—TUS and gender-based violence (GBV)) prevalence survey, or were conducted five or more years previously making the data outdated (DHS 2013, LFS 2018 and NHIES 2015/16).

While NSA has been investing in increasing the quality and use of administrative data, which has the potential to bridge some of the gender data gaps, there is a general need to assess the extent to which administrative records are engendered and apply the NQAF to improve their quality. This is based on several challenges the study identified related to administrative datasets including: constraints in digitization due to an underdeveloped IT infrastructure; lack of or poor data entry coupled with a lack of understanding of the impact of this on the NSS; over-emphasis on technical work at the expense of recordkeeping at the grassroots level; lack of verification post data entry; and frequent delays by data owners in responding to requests. Given prevailing resource constraints, it will be necessary for NSA to broaden the data ecosystem by exploring the inclusion of data generated by civil society organizations (CSOs) and the private sector in voluntary national reviews (VNRs) and national reporting. NSA does not produce enough data at regular intervals to meet the gender statistics needs of users and existing data sets are underutilized. Several of these can be mined from a gender perspective to produce thematic reports and further enhance the understanding of gender dynamics in Namibia. The regular publication of gender fact sheets based on administrative data sets for example the Education Management Information System (EMIS), Higher Education Management Information System (HEMIS) and District Health Information System (DHIS) should also be considered. Academic institutions can play a key role in promoting gender data use and undertaking policy research.

It is recommended that the GRN prioritizes resource allocation to NSA for the execution of key household surveys Labor Force Survey (LFS), Demographic and Health Survey (DHS), NHIES and NAMWAYS on a regular basis as well as key gender surveys such as a TUS and GBV prevalence surveys to better respond to gender data needs and fill data gaps for policy development, planning, resource allocation, and monitoring and evaluation; revise household survey questionnaires and administrative data systems to make them more gender-responsive; broaden the data ecosystem by exploring the inclusion of data generated by CSOs and the private sector in national reporting; use the NGIF once developed as proposed under the previous section to identify the gender data gaps and develop a plan to systematically close them; strengthen the technical capacity of the NSS to implement the surveys needed to produce gender-related statistics indicators; carry out an in-depth analysis of existing datasets to increase the understanding of gender dynamics in the country; train producers to link census data through modelling to household sample surveys for a more in-depth gender analysis.

Data accessibility, uptake, and use

NSA has a well-developed website with high-quality survey data and reports that are readily accessible to users. That said, NSA has never produced any dedicated reports describing the situation of women and men in the country or any gender-specific reports and statistical publications. Once these are produced, they should be made readily available on the NSA website perhaps via a dedicated gender statistics page. Analysing existing data is a way of increasing access to data, especially for users who do not have the time or skills to carry out their own analysis. The study identified problems associated with the accessibility of data and statistics produced by the OMAs. Data requests take long to complete, and the required data is not always available. In this respect, MoHSS and Ministry of Education, Arts and Culture (MEAC) are considered more responsive partly because of their effective data systems.

The implementation of the planned X-road data exchange initiative between the Office of the Prime Minister (OPM) and NSA will not only reduce some of the current access problems experienced by administrative data users but will also enlarge the pool of available variables for disaggregation and analysis across OMAs. Although users are consulted during the household survey production cycle, the institutionalization of user-producer dialogues around the production and use of gender data needs more work and investment. It will also be necessary to strengthen the required skills for the uptake and use of data and on the general promotion of evidenced-based decision-making at all levels of government and society. Training on basic data literacy is needed for the media to ensure more accurate use and interpretation of statistics in reporting. The uptake and use of gender data will also be facilitated by introducing more user-friendly visualizations and knowledge products that draw attention to key gender findings and highlight policy links. Academia and CSOs can make a significant contribution towards gender policy research using both official and citizen-generated data (CGD).

1 Introduction and Methodology

1.1   Background

Namibia's commitment to gender equality is one of the most exemplary in Africa. With a constitution that explicitly makes discrimination on various grounds including gender unlawful, this commitment is further translated into actionable government interventions through five-year NDPs. For example, in Namibia's fifth NDP 2017/2018-2021/2022 (NDP5)[1] gender equity is housed under social development and as a sub-theme under social transformation. The plan suggests three focus areas if gender equality is to be achieved: prevention and support to GBV survivors; strengthening the implementation of gender-responsive budgeting; and planning and mainstreaming informal businesses led by women.
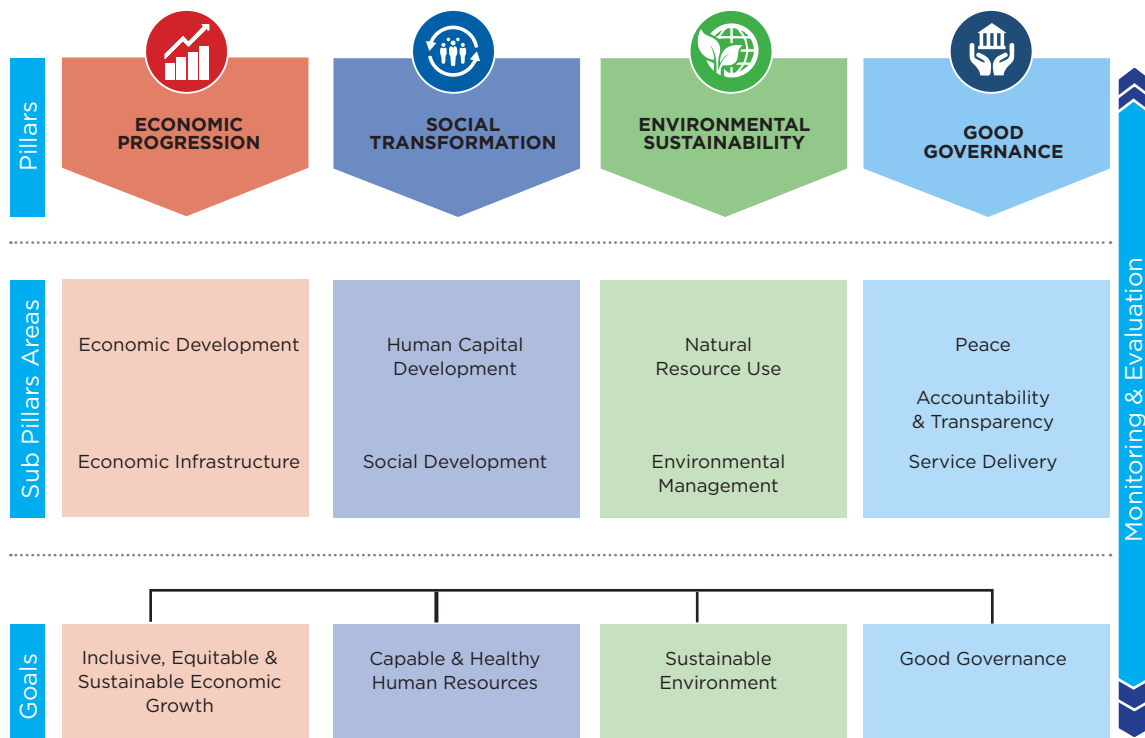
Figure 1:   High-level summary of Namibia's fifth national development plan (reproduced from National Development Plan 5

A high-level commitment to gender equality must have a concomitant commitment to the production of gender data and statistics to form the basis for planning, policy formulation, resource allocation and M&E. It Is towards this end that from September to December 2022, UN Women, NSA and MGEPESW partnered to conduct an assessment of the status of the gender statistics system in Namibia.

This report presents the findings of the assessment and is structured into four chapters. Chapter 1 outlines the background, purpose, and scope of the gender statistics assessment as well the methodological approach followed to gather information. Chapter 2 summarizes the Namibia socio-economic context as well as the current situation with regard to gender equality and women empowerment (GEWE) in Namibia. Chapter 3 provides an overview of the Namibia's NSS and an

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1   Namibia's fifth national development plan, available from https://www.ecb.org.na/images/docs/Investor_Portal/NDP5.pdf

overview of the status of gender statistics in Namibia. This discussion is built around the enabling environment to produce and use of gender statistics in the NSS, the main sources of gender statistics, gender statistics production, coordination mechanisms in the NSS, and the use, access, and dissemination processes. Finally, Chapter 4 presents the conclusions of the study and makes recommendations towards strengthening the gender statistics system in Namibia.

1.2   Key concepts and definitions

Although the words sex and gender are often used interchangeably, they mean different things and it is important to choose the correct term when discussing sex/gender in the context of statistics. Sex refers to the biological differences between women and men while gender relates to socially constructed differences in attributes and opportunities associated with being male or female as well as to the social interactions between women and men[2].

Gender statistics is defined by the sum of the following characteristics[3]:

(a) Data is collected and presented by sex as a primary and overall classification.

(b) Data reflects gender issues.

(c) Data is based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives.

(d) Data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.

1.3   Purpose and Scope of the Assessment

The assessment was aimed at assessing gender statistics in Namibia and using the results to further integrate a gender perspective into national strategic planning for statistical production, use, and dissemination.

More specific objectives of the assessment include:

1.   Identifying the extent to which gender issues and statistics have been integrated in the various ministries and government entities.

2.   Reflecting on gaps in the production, analysis, and use of gender statistics in the NSA and other OMAs that produce gender data.

6.   Identifying capacities and knowledge gaps among the producers, analysts, and users of gender statistics.

8.   Compiling a list of challenges and barriers that prevent the gender statistics system from functionally optimally.

9.   Proposing policy recommendations and interventions on how to enhance the production and use of gender statistics.

It is envisaged that the outcomes of the project will enhance linkages between normative and technical work on gender statistics at the regional and national levels in the three inter-related key areas of work: i) building a supportive policy and institutional environment for the localization and effective monitoring of the SDGs; ii) Increasing the quality, comparability and regularity of gender statistics to address national data gaps and meet reporting commitments; and iii) ensuring that gender statistics are accessible to users in governments, civil society, academia and the private sector to strengthen adequate demand for their production.

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2   UN Women Gender Statistics Curriculum. Available from: https://data.unwomen.org/resources/gender-statistics-training-curriculum. Accessed 27th November 2021.

3   Assessing data and capacity gaps in gender statistics. https://paris21.org/node/3286

1.4 Methodology

1.4.1 Overview and institutional arrangements

The assessment was undertaken as a partnership between UN Women, NSA, and MGEPESW with overall coordination led by a team from NSA comprising officials from the department of Data Quality Assurance and National Statistics Coordination (DQA & NSS) and from the unit of Welfare and Gender Statistics (WGS), which forms part of the Social Statistics Division. UN Women led the technical part of the assessment as well as the compilation of the report.

A steering committee was established comprising representatives from the Ministry of Higher Education, Technology, and Innovation (MHETI), the Ministry of Education, Arts and Culture (MEAC), the National Planning Commission (NPC), the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW), and the Ministry of Home Affairs, Immigration, Safety and Security (MHAISS). The NSA provided chairmanship and served as the secretariat of the steering committee whose main role of the committee was to:

- Provide inputs into the proposed methodology and questionnaires to be used.
- Assist where needed with the buy-in of key stakeholders in the process.
- Provide inputs and comments on the draft assessment report.
- Participate in the validation meeting.

1.5 PARIS21 and UN Women conceptual framework for assessing gender statistics systems

The assessment methodology was based on the PARIS21 and UN Women conceptual framework for assessing gender statistics systems framework for data and capacity gaps.

The framework is in turn based on the CD4.0 conceptual framework[4] developed in 2017, which focuses on the statistical capacity of the NSS (with its associated organizations and individuals) to collect, produce, analyze, and disseminate high-quality statistics and data to satisfy users' needs.

According to this framework, when approached comprehensively and holistically, capacity development targets five main elements:

i. Resources
ii. Skills and knowledge
iii. Management
iv. Politics and power
v. Incentives

Resources include the human, physical, financial, and legal means necessary for the production of statistical outputs while skills and knowledge combine the cognitive and non-cognitive abilities to execute activities as well as the extent to which regulations or procedures are known and used. The combination of skills, knowledge, and other resources to produce an output are considered as part of the management component. Politics and power encompass the formal or informal interactions among individuals and organizations, which reflect the dynamics of the system. Finally, incentives, which comprise the motivations driving interactions and actions of individuals and organizations in the system, are considered.

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4   PARIS21 (2018a), Proposing a Framework for Statistical Capacity Development 4.0, http://www.paris21.org/sites/default/files/ inline-files/CD4.0-Framework_final.pdf.
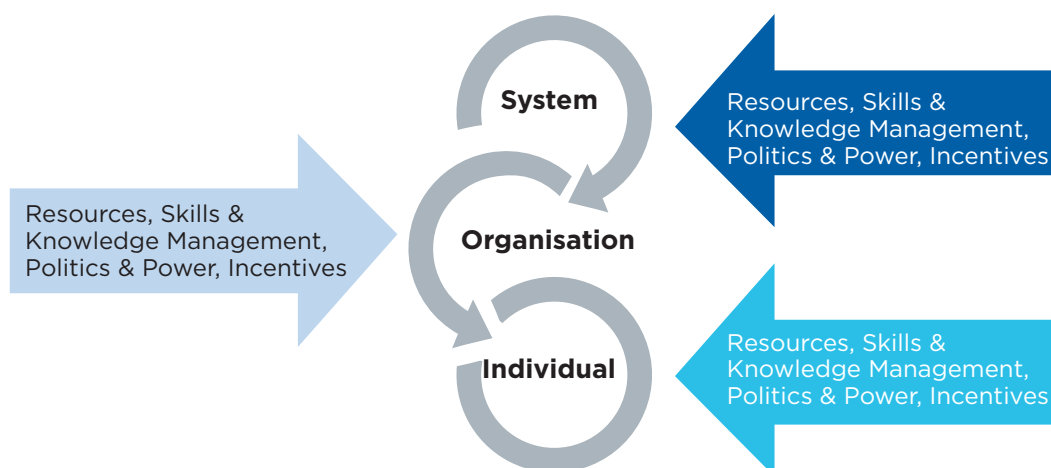
Figure 2: Dimensions of the PARIS21 CD4.0 conceptual framework and assessment methodology

During analysis, these five targets are evaluated on three levels namely: individuals in a statistical organization, a statistical unit, or a focal point in the organization; the organizations that produce official statistics; and the system as a collection of individuals and organizations interacting to collect, process, and disseminate official statistics.

The intersection of levels and targets of the CD4.0 is currently populated by 46 (non-exhaustive) capabilities.

1.6 Methodology of the gender statistics assessment

The collection of information needed to meet the objectives defined above and produce the gender assessment report was based on a mixed methods methodology.
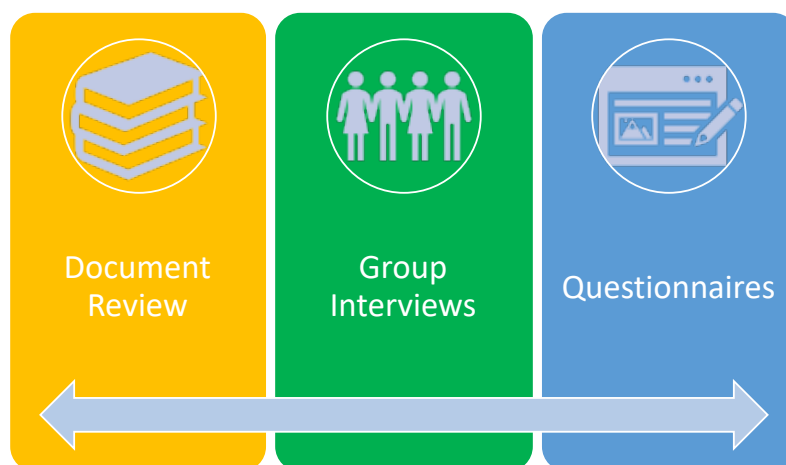
Figure 3: The primary data sources of the assessment

The methods used in the study consisted of the following:

i.   A desk review of relevant documentation to establish the current state of gender statistics production and dissemination and prepare Section 2 and 3 of the assessment report.

ii.   Key informant interviews (KIIs) among gender machinery using the PARIS21 Framework[5] prototype questionnaires (see Annex 2) adjusted to the Namibian context and updated to include additional questions on COVID-19. The questionnaires were used to assess gender statistics and capacity gaps of the NSS and to prepare Chapter 3 of this report.

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5   The Framework and accompanying Implementation Guidelines present the methods, tools and steps for assessing gender statistics at the national level. This document offers a set of organizing principles for identifying gaps in data and NSS capacity related to production, coordination, communication, and use of gender statistics.

iii.   Completion of questionnaires A-D to inform the assessment process:

- Questionnaire A (Annex 2.1) - Main assessment tool for gender focal points in NSA;

- Questionnaire B (Annex 2.2) - Short module for individual capabilities designed for gender focal points in the applicable OMAs;

- Questionnaire C (Annex 2.3) - Short module targeted to other line ministries producing statistics. It aims to obtain information about ministries' data collection, gender statistics production, coordination, and use by the GRN;

- Questionnaire D (Annex 2.4) - Short module for key users of gender statistics beyond ministries to parliamentarians, journalists, CSOs, private sector, and research and academia.

Table 1 summarizes the departments and entities that took part in the assessment

Table 1: Ministries and entities who participated in the assessment6

#	Responding ministries and entities
1	Ministry of Agriculture, Water and Land reform (MAWLR)
2	Ministry of Higher Education, Technology, and Innovation (MHETI)
3	Ministry of Education, Arts and Culture (MEAC)
4	Ministry of Health and Social Services (MoHSS)
5	Ministry of Labour, Industrial Relation, and Employment Creation (MLIREC)
6	Ministry of Urban and Rural Development (MURD)
7	National Planning Commission (NPC)
8	Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW)
9	Ministry of Sport, Youth and National Service (MSYNS)
10	Ministry of Home Affairs, Immigration, Safety and Security (MHAISS)
11	Electoral Commission of Namibia
12	Project Hope (CSO)
13	Lifeline (CSO)
14	Childline
15	Namibia Statistics Agency (NSO)

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6   More details about the interview participants can be found in Annex 3.

The assessment was preceded by data mapping of the various sets of national and international gender indicators against the required potential data sources (Population and Housing Census, household sample-based surveys, administrative data sources, etc.) to identify data gaps.

The list of key informants interviewed for this assessment included gender statistics focal points from NSA, MGEPESW, and other government bodies. Information from the questionnaires and interviews formed the basis of the main body of the assessment '*Chapter 3 - Current Status of Gender Statistics*' and draw conclusions and recommendations towards strengthening the gender statistics system in Namibia.

1.7 Limitations of the study

An exhaustive list of potential producers and users of gender statistics was identified during the planning phase. Most of the key ministries involved in gender-related work and/or who are producers or users of statistics were willing to contribute towards the assessment either in the form of a group interview or by completing a questionnaire. However, it also became evident that some ministries and other entities which are not currently overtly producing gender statistics or do not see themselves as entities directly concerned with gender issues were reluctant to participate and difficult to convince to become involved in the study. A direct relationship was observed between interest/willingness to participate and the extent to which gender data is produced and used in the various departments and entities approached to participate in the study.

2 Contextual Analysis

2.1 Introduction

Namibia became independent from South African rule on 21 March 1990, after a nearly two-decades-long independence war. Apartheid era laws and constraints therefore also influenced Namibians for several generations. As such, drafting of the first constitution also focused significantly on creating the necessary legal framework to eradicate discrimination and promote equality. To a large extent, these historical factors are still impacting on the macro-and socio-economic situation in Namibia. This chapter provides a brief synopsis of the current socio-economic situation in Namibia with specific reference to gender equality and women's empowerment. The available statistics provide a quantitative picture of the current context in Namibia and also illustrate data availability and gaps in the NSS.

2.2 Overview of the demography of Namibia

According to the UN Population Division[7] population estimates, in 2022, Namibia had a population of 2, 5 million[8] with a relatively low population density of 3.1 persons per square kilometer. The population is youthful with a median age of 21.3 years although this is still higher than the 17.6 average for sub-Saharan Africa as a whole. The proportion of youth has been declining since 2010 as shown in Figure 4.

Figure 4: Youth population (15 to 24) and youth as a percentage of the total population from 2000 projected to 2030 by sex
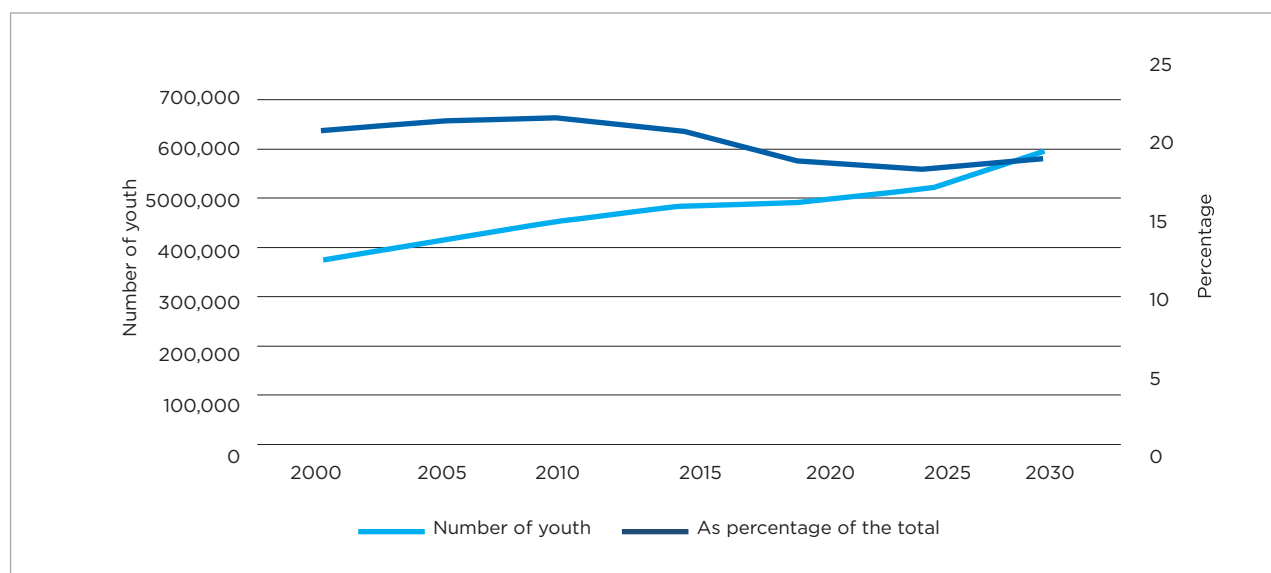
Source: UN Population Division (2019), UN Women 2022.

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7   A division of the United Nations Department of Economic and Social Affairs
8   United Nations, Department of Economic and Social Affairs, Population Division. 2022. World Population Prospects 2022, Online Edition. Rev. 1. Accessed on 2 November 2022. Available at: https://population.un.org/wpp/Download/Standard/MostUsed/.

2.3 Socio-economic context

The World Bank classifies Namibia as an upper middle-income country. Namibia has experienced sustained economic growth since independence in 1990. Due to the restrictions imposed on the population to limit the spread of the COVID-19 pandemic, Namibia recorded the deepest economic contraction since independence in 2020 (8%)[9]. The Bank of Namibia[10] (2021) estimates that the economy will recover and grow by 1.4 percent in 2021 and 3.4 percent in 2022. This growth rate is lower than projected by the World Bank in early 2021 due to lower mining outputs. The Harambee Prosperity Plan II (HPP II) launched in 2021 and focusing on the Economic Recovery Plan and the Post-Pandemic Economic Growth Strategy for the medium term, places emphasis on increasing private sector ownership in GRN-owned enterprises and promoting sectors such as agriculture, agro-processing, energy, tourism, and other diversification objectives (Republic of Namibia 2021a).

Figure 5 shows GDP per capita and GDP growth rates to 2026 as projected by the World Bank (2021).
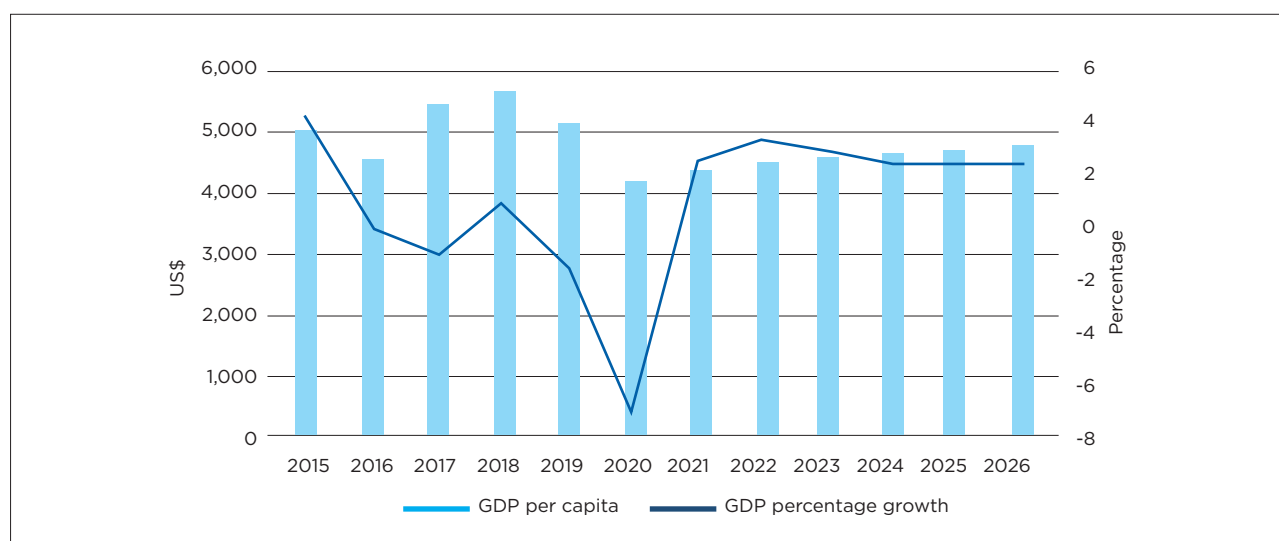

Figure 5: GDP per capita and GDP growth rates projected to 2026

Source: IMF World Economic Outlook Database (2021).

The most recent data on inequality in Namibia[11] suggests that the Gini-Coefficient has improved from 0.58 to 0.56 during the preceding five years. Other data sources[12] suggest that the most recent data is from 2016 and pegs the GINI at 0.59.

According to the World Bank and the VNR 2021 report[13], there has been progress in improving the health, education, and social security of the population. Namibia has a relatively diverse economy with mineral wealth, fishing, agriculture, and tourism contributing to a relatively strong tertiary sector. Even though around 16.9 percent of the population lives in extreme poverty (less than 1.90 USD per day), poverty rates have been halved since independence[14] (World Bank 2021). However, rural poverty is still higher than urban poverty and was estimated at 25.1 percent in the VNR report[15].

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9   Namibia's second voluntary national review report on the implementation of the Sustainable Development Goals towards agenda 2030, 2021. Available from: https://sustainabledevelopment.un.org/content/documents/279462021_VNR_Report_Namibia.pdf

10 Bank of Namibia, 2021. Economic Outlook – August 2021. Accessed on 30 October 2021 at: https://www.bon.com.na/Publications/Economic-Outlook.aspx

11 Namibia's first voluntary national review report. 2018. Available from: https://sustainabledevelopment.un.org/content/documents/19880New_Version_Full_Voluntary_National_Review_2018_single_1_Report.pdf

12 World population review 2022. Available from https://worldpopulationreview.com/country-rankings/gini-coefficient-by-country

13 Namibia's second voluntary national review report on the implementation of the sustainable development Goals towards agenda 2030 voluntary national review report 2021. Available from: https://sustainabledevelopment.un.org/content/documents/279462021_VNR_Report_Namibia.pdf

14 World Bank, 2021. The World Bank in Namibia: Context. Accessed 30 October 2021. Available at: https://www.worldbank.org/en/country/namibia/overview#1

15 Namibia's second voluntary national review report on the implementation of the Sustainable Ddevelopment Goals towards agenda 2030 voluntary national review report 2021. Available from: https://sustainabledevelopment.un.org/content/documents/279462021_VNR_Report_Namibia.pdf

Figure 6: Percentage of population living in extreme poverty in selected East and Southern African countries
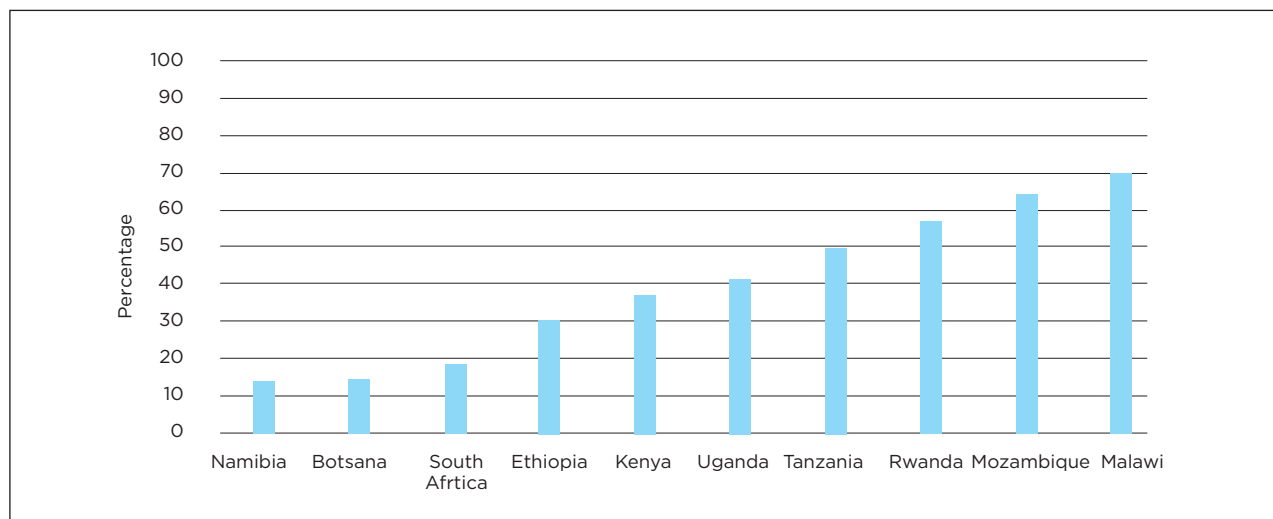
Source: World Bank PovcalNET data16

Employment growth in Namibia has been slow (World Bank 2020), with unemployment rates of 33.4 percent in 2018 when the last labor force survey[17] was conducted. It is highest among the youth at 46.1 percent. With increasing access to secondary and higher education, the youth not in employment, education and training (NEET) rate among 15- to 19-year-olds has declined to 20 percent. Once employment is factored in, NEET rates increase dramatically. Based on data from the Namibian Intercensal Demographic Survey (NIDS) 2016, UN Women[18] estimates the NEET rate for the 20-24-year-old age group as significantly higher at 48 percent and 55 percent for women compared to 41 percent for men.[19]

2.5 Overview of gender equality and women empowerment in Namibia

2.5.1 Introduction

In addition to provisions in the Constitution of Namibia that support gender equality, Namibia has ascribed to international and regional legal instruments and protocols aimed at achieving gender equality. These include: The Beijing Declaration and Platform for Action (BPFA); The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1997) and its Optional Protocol; and Agenda 2030 also known as the SDGs.

Continentally, Namibia is a signatory to/has adopted the following charters and or action plans that relate to gender equality: African (Banjul) Charter on Human and People's Rights (1981); Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (2003) Status In order for countries to achieve full and effect, the Charter on Democracy, Elections and Governance (2007), Solemn Declaration on Gender Equality in Africa (2004), the African Charter on the Rights and Welfare of the Child (1990), Protocol to the African Charter on Human and People's Rights on the Establishment of an African Court on Human and People's Rights (1998), Protocol to the African Charter on Human and People's Rights on the Establishment of an African Court on Human and People's Rights (1998), and the Ouagadougou Action Plan to Combat Trafficking in Human Beings, Especially Women and Children (2006) amongst others.

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16   World Bank PovcalNET data. Reference date most recent for all countries. Reference date for Nambia 2015. Accessed on 17/07/2021. Available from: https://pip.worldbank.org/country-profiles/NAM

17   The Namibia Labour Force Survey. NSA 2018. Available from: https://nsa.org.na/microdata1/index.php/catalog/35

18   Quantitative Analysis and Modelling of Youth Not in Employment, Education or Training (NEET) 15–24 years old. Country Report: Namibia. Available from: https://africa.unwomen.org/en/digital-library/publications/2022/10/the-status-of-neet-a-quantitative-analysis-of-youth-not-in-employment-education-or-training

19   The Namibian government defines youth as aged between 15 and 35 years. For the purposes of inter-country comparisons, this paper refers to youth as aged between 15 and 24 years. This definition is used throughout the paper unless otherwise specified.

At the subregional level, Namibia has also signed the Southern African Development Community (SADC) Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence against women and children; as well as the Maputo Plan of Action for Sexual and Reproductive Health and Rights (2006).

The support of the GRN for these gender-equality-relevant international and regional mechanisms not only demonstrates its commitment, but also informed the development of national policy imperatives on gender equality.

The National Gender Policy (2010-2020), currently under revision, creates an enabling environment for gender mainstreaming in response to and alignment with the National Development Plan, Vision 2030. In its preamble, the Policy identifies skills gaps and poor coordination as some of the main factors which hampered the effective implementation of the preceding plans. One of the key outcomes of this plan was the proposal of a specific coordination mechanism that can support the more effective implementation of the National Gender Policy.

In addition to the National Gender Policy and coordination mechanism, Namibia also developed a National Plan of Action on Gender-Based Violence (2019-2023) with a Monitoring and Evaluation Plan[20]. Embedded in a socio-ecological model, the five-year plan combines short-term goals that improve response systems and community safety with long-term goals aimed at addressing the root causes of GBV. The plan focuses on coordinated action across multiple sectors and recognizes the importance of embedding the plan in existing initiatives while learning from lessons learned, best practice, and inputs from multiple groups and individuals.

2.5.2   Namibia's performance in various gender indices

Namibia consistently ranks high in global and regional gender indices; the country is currently ranked 8th in the World Economic Forum's Gender Gap Index[21] with a score of 0.807. The Index quantifies the gaps between women and men in four key areas: health, education, economy, and politics. Some regression in overall performance and a slight increase in the gender gap since 2021 has been ascribed to the impact of the COVID-19 pandemic on economic participation and opportunity.

The Africa Gender Index 2019 (AGI)—a composite index jointly developed by the African Development Bank Group (the Bank) and the United Nations Economic Commission for Africa (UNECA)[22]—ranks Namibia highest on the continent with an index score of 0.797. Published every three years, the AGI captures the state of women compared to men in three domains: economic, social and empowerment using 44 indicators. The Gender Development Index (GDI)[23], compiled by UNDP as part of the Human Development Index (HDI), measures gender inequalities in the HDI. Achievements in three basic dimensions of human development—health, education and command over economic resources—are compared for women and men. In 2021, Namibia was ranked 139th among 190 countries globally. The Gender Inequality Index (GII) is also compiled as part of the HDI and shows the loss in potential human development due to disparities between the achievements of women and girls compared to men and boys. It is constructed around the dimensions of reproductive health, empowerment, and the labor market. Due to the need for international comparisons and associated data gaps, both these indices are based on very few indicators.

20 A Prioritised National Plan of Action on Gender Based Violence 2019-2023 with Monitoring and Evaluation Plan Ministry of Gender Equality and Child Welfare Republic of Namibia. Available from: https://mgepesw.gov.na/documents/792320/918990/A+CALL+TO+ACTION%21+A+PRIORITISED+NATIONAL+PLAN+OF+ACTION+ON+GENDER+BASED+VIOLENCE+2019-2023+WITH+MONITORING+AND+EVALUATION+PLAN.pdf/a0674ec8-fb15-d9c7-2f1f-636cddb03280?version=1.0&download=true

21 The World Economic Forum's Global Gender Gap Report 2022. Available from: https://www.weforum.org/reports/global-gender-gap-report-2022/digest/

22 Africa Gender Index Report 2019. AfDB and ECA. Available from : https://www.afdb.org/sites/default/files/documents/publications/africa_gender_index_report_2019_-_analytical_report.pdf

23 Human Development Reports 2021, UNDP. Available from: https://hdr.undp.org/gender-development-index#/indicies/GDI

2.5.3   Women in the economy

The Labor Force Survey (LFS) is the primary source of labor force statistics for women and men in Namibia with the most recent conducted in 2018. The findings suggest that Labor Force Absorption Rates (LFAR) and Labor Force Participation Rates (LFPR) are lower for women than men in Namibia. In 2018, the LFPR for women was 69.1 percent compared to 73.5 percent for men. Figure 7 compares the LFAR and unemployment rates for women and men between 2014 and 2018. Generally, men are more likely to be absorbed in the labor force and have lower levels of unemployment. However, the gap between women and men narrowed between 2014 and 2018.
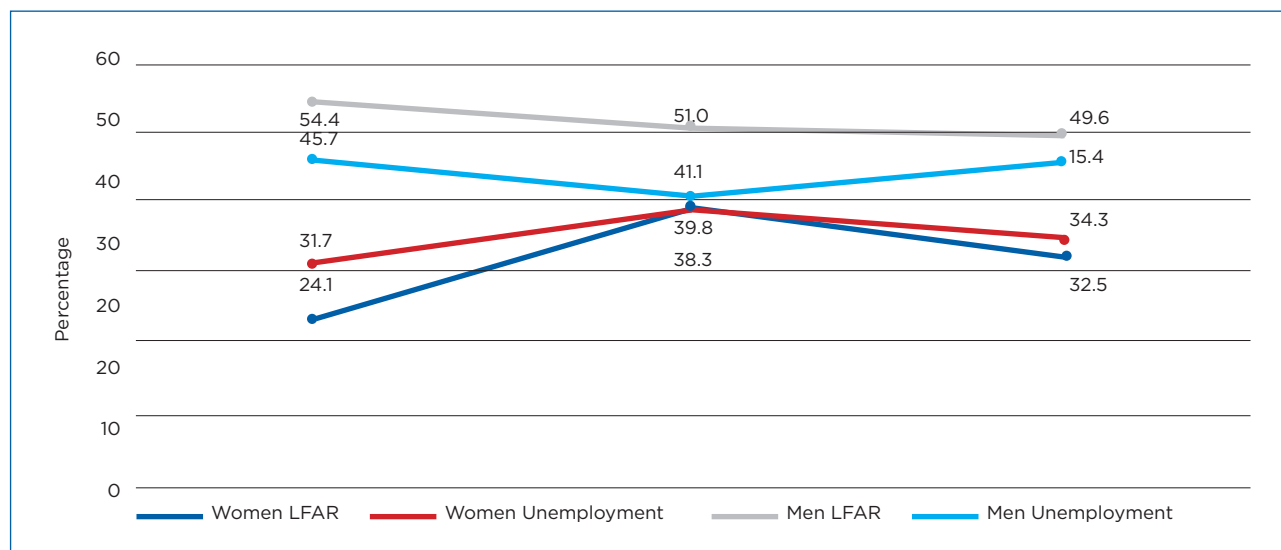
Figure 7: Labor Force Absorption Rates (LFAR) and unemployment rates for women and men 2018

Source: LFS 2018

The reasons for labour force inactivity differed between women and men. Women were less likely than men to say that they are students (48.6% compared to 61.9%) and more likely than men to indicate that they are homemakers (13.6% vs. 2.8%).

In terms of the sector of employment, women were more likely than men to be employed in elementary occupations (31.9% vs. 26.3%) and service work and sales (17.7% vs 11.5%), while men dominated in craft and related trade (18.3% vs 6.6%). Slightly more employed women worked as professionals compared to men (8.4% vs. 6.2%).

High rates of youth Not in Education, Employment and Training (NEET) remain a problem in Namibia. NEET rates are higher for women (38%) than for men (29%). According to the NIDS 2016, between the ages of 15 and 19 years and from 20 to 24 years, women and men are equally likely to be in education. The differences in NEET rates for youth aged 20 to 24 years are therefore primarily due to lower employment rates (23% vs 36%) for women in this age group.

Table 2: Percentage of youth by activity status – NEET; employed; employed and in education; and in education only, by sex and age group

Key indicator	Age group (in years)	Women Percent	Men Percent	Ratio of women to men
NEET	15 to 19	22	17	1.29
	20 to 24	55	41	1.27
	Total	38	29	1.41
Employed	15 to 19	4	7	1.36
	20 to 24	23	36	1.37
	Total	13	21	1.34
Employed and in education	15 to 19	0	1	0.58
	20 to 24	2	3	0.57
	Total	1	2	0.65
In education	15 to 19	74	75	0.63
	20 to 24	20	21	0.64
	Total	47	48	0.62

Source: NIDS 2016[24], UN Women 2022

The 2017 Namibia Financial Inclusion Survey[25](NFIS) found that despite women having a lower likelihood of participating in the labour force than men, women are more likely to be financially included than men (79.8% of eligible women compared to 76.1% of eligible men).
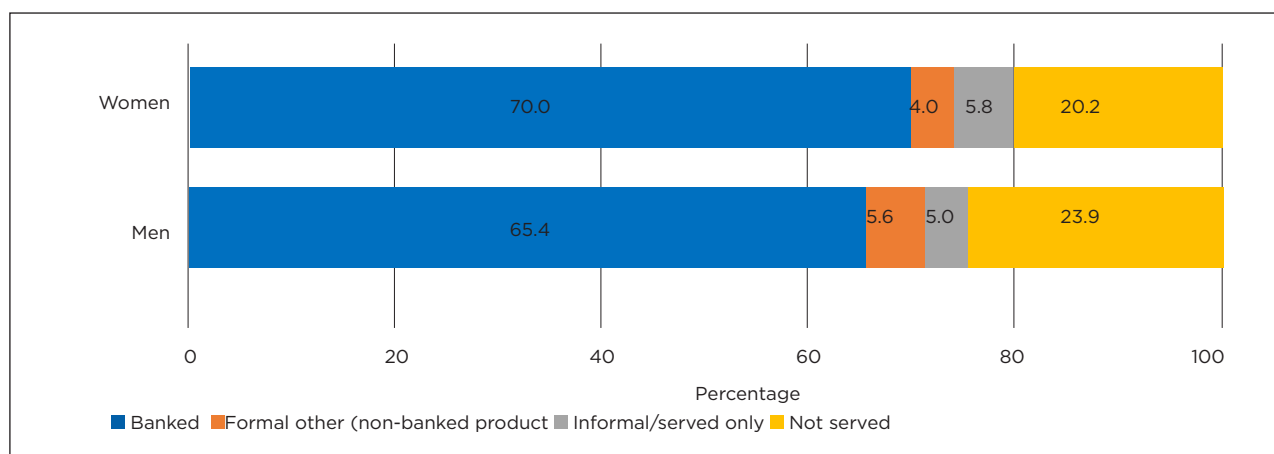
Figure 8: Financial inclusion of eligible women and men
Source: Figure reproduced from the Namibia financial inclusion survey report, 2017

2.5.4   Gender and health

Besides the more recent COVID-19 pandemic, HIV/AIDS has been one of the biggest factors impacting healthcare and life expectancy in Namibia in recent decades. The most recent HIV prevalence rates are 16.9 percent for individuals aged 15 to 40 years[26]. Just between 1991 and 2001, the life expectancy of both women and men decreased by more than 10 years[27].

24 Even though the LFS 2018 is the most recent study on the subject, the NIDS was used for this analysis as it contained all the necessary variables to investigate the determinants of NEET.
25 Namibia Financial Inclusion Survey 2017. Available from: https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/NFIS_2017_Report.pdf
26 UNFPA GBV Factsheet, 2020. Available from: https://namibia.unfpa.org/sites/default/files/pub-pdf/gbv-fact_sheet_november_2020.pdf
27 WHO country cooperation strategy 2017. Available from: https://apps.who.int/iris/bitstream/handle/10665/136953/ccsbrief_nam_en.pdf;jsessionid=34D2F0DFCA999E4BFA5A17B875C83CA3?sequence=1

According to the 2021 Namibia VNR Report, the country is on track to achieve its health targets by 2030 with progressive improvements in HIV and TB incidences, birth support, and mortality rates from non-communicable diseases. For example, the incidence of malaria has declined drastically from 31.7 percent in 2018 to 2.8 percent in 2019. With regard to the country's 2019/2020 targets for health personnel, doctor to population ratio of 1:2012 was nearly achieved and the registered nurse to population ratio was 1:297 against a target of 1:307.[28] Infant mortality rates in Namibia have decreased significantly over time from 67 deaths per 1,000 live births in 1991 to 52 in 2001, and then 44 in 2011[29]. Unfortunately, no more recent data on the status of infant mortality rates is available due to the postponement of the 2021 population census. The Namibia Demographic and Health Survey (NDHS) 2013 found that boys are less nourished than girls. Boys younger than five years were more likely to be stunted than girls (27% vs. 21%), wasted (9% vs. 4%) or underweight (15% vs. 11%).

Maternal mortality rates in Namibia are still estimated at 384 per 100,000 (2013 NDHS statistics as referenced in the 2021 VNR Report[30]).

2.5.5 Gender and education

As in other areas of life, Namibia has made great strides in gender equality in education. While the Constitution compels the GRN to provide free primary education, families must pay for uniforms, stationery, books, hostels, and school improvements. Partly as a result of this, Namibia has one of the highest literacy rates in the region. According to the Gender Equality In Education Score Card[31] prepared for nine countries in East and Southern Africa, Namibia had the best equality outcomes for girls and boys.

More recently, progress has also been made in Early Childhood Development (ECD). In 2016, one in four (24.6%) of children aged 0-5 years attended ECD (girls—25.1%; boys—4.2%)[32].

According to the same survey, between the ages of 7 and 15 years, more than 90 percent of children in Namibia are enrolled in educational institutions. Gender parity favours young women by a significant margin with about two-thirds (65%) of girls in this age group reaching secondary school compared to slightly more than half (54%) of boys. Gender parity in the highest level of education attained in the 20 to 24 years age group also favors women with 27% reaching upper secondary and 12% reaching higher education compared to men in the same age group (23% reaching upper secondary and 7% in higher education).
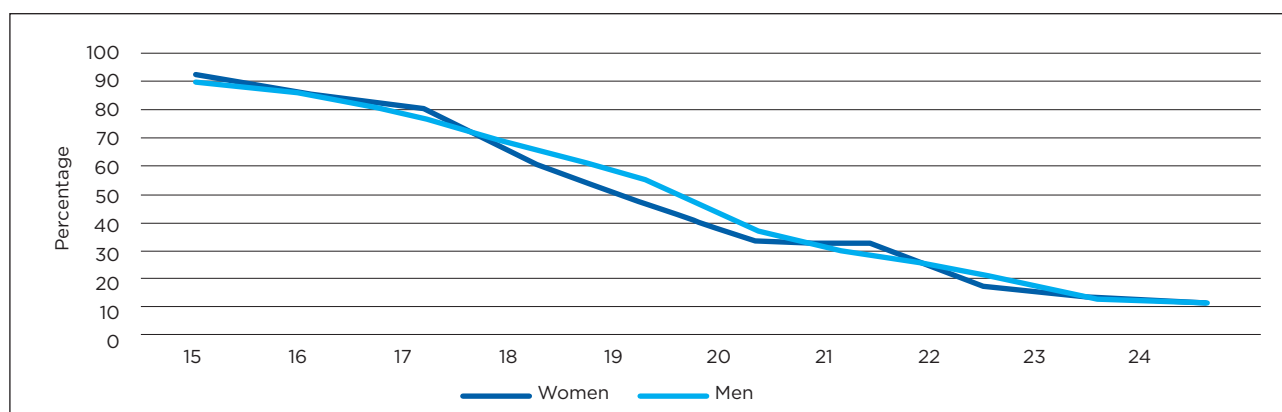
Figure 9: Percentage of youth (15 to 24 years) currently enrolled in education by sex and age in single years

Source: NIDS 2016, author's calculations.

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28 Namibia's second Voluntary National Review report 2021. Available from : https://sustainabledevelopment.un.org/content/documents/279462021_VNR_Report_Namibia.pdf
29 Namibia gender analysis, EU, 2017. Available from: https://www.eeas.europa.eu/sites/default/files/namibia_gender_analysis_2017.pdf.
30 Namibia's second Voluntary National Review report 2021. Available from : https://sustainabledevelopment.un.org/content/documents/279462021_VNR_Report_Namibia.pdf
31 Gender Equality in Education Score Card.
32 Namibia Intercensal demographic survey, 2016. Available from: https://cms.my.na/assets/documents/NIDS_2016.pdf

Table 3: *Highest level of educational attainment of the population 15 years and older not currently attending an educational institution*

Educational attainment	Total	Men	Women
No formal education	0.5	0.4	0.6
Incomplete primary	18.4	19.8	17.2
Complete primary	49.7	47.7	51.4
Incomplete secondary	22.6	23.3	21.9
Complete secondary	22.6	23.3	21.9
Complete tertiary	8.0	7.8	8.1
Other	0.3	0.3	0.3
Do not know	0.6	0.7	0.4

Source: NIDS 2016

2.5.6 Violence against women and access to justice

The most recent statistical evidence from official data on GBV comes from the 2013 DHS[33], which found that 14 percent of girls and women aged 15-49 years experienced violence in the 12 months prior to the survey, while 32 percent of girls and women in the same age group experienced some form of violence after the age of 15 years. Other more recent small-scale surveys such as the Afrobarometer Survey 2021/2022[34] found that nearly three-fifths of Namibians (57%) feel that it is either "very common" (29%) or "somewhat common" (28%) for men to use violence against women and girls in the home or in the community where they live. More than half (58%) of Namibians say it is never justified for a man to use physical "discipline" on his wife and the vast majority (82%) of interviewees maintained that it is either "very likely" (59%) or "somewhat likely" (23%) that the police will take reported cases of GBV seriously.

Seven percent of girls and women aged 15-49 years have experienced sexual violence since the age of 15 years, and 4 percent were victims in the 12 months preceding the 2013 NDHS survey[35]. Fifteen percent of Namibian girls/women who had experienced violence had never sought help or told anyone about the violence. According to UNFPA[36], more than 1,000 persons are raped in Namibia every year and 90 percent of them are girls/women.

The recently-conducted Violence Against Children and Youth in Namibia 2019 Survey[37] found that 15 percent (CI=3.6-26.8) of women aged 18-24 experienced pressured or forced sex at the age of 13 years or younger, 45 percent (CI=28.3-62.6) between the ages of 14 and 15 years, and 39 percent (CI=23.1-55.6%) between 16 and 17 years of age. The sample was too small to identify enough men who experienced the same.

According to the national formative study on child marriage[38], nearly one in five (18.4%) of Namibian girls are in a union or marry before the age of 18 years.

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33 Namibia Demographic and health Survey 2013. Available from: https://dhsprogram.com/publications/publication-fr298-dhs-final-reports.cfm

34 Afrobarometer Survey Namibia 2021/2022. Available from : https://www.afrobarometer.org/wp-content/uploads/2022/04/nam_r9.news_release-gender-based_violence_7mar22.pdf

35 Namibia Demographic and health Survey 2013. Available from: https://dhsprogram.com/publications/publication-fr298-dhs-final-reports.cfm

36 UNFPA GBV Factsheet, 2020. Available from: https://namibia.unfpa.org/sites/default/files/pub-pdf/gbv-fact_sheet_november_2020.pdf

37 Violence Against Children and Youth in Namibia 2019. Available from https://www.togetherforgirls.org/wp-content/uploads/2021/09/Namibia-VACS-Report-2020.pdf.

38 National formative study on child marriage, MGEPESW, 2020. Available from: https://mgepesw.gov.na/documents/792320/918990/Child+Marriage+Final.pdf/3942673d-bc15-ae3f-44cd-15f8c59daf13?version=1.0&download=true

2.5.7   Governance and leadership

According to the Mo Ibrahim Index 2020, Namibia is ranked 7th of 54 countries in Africa on an overall governance index with a score of 65.1 and an improvement of +3.4 from the previous year. The country's commitment to women in governance and leadership positions is one of the factors credited for Namibia's good performance in the Index. According to the Afrobarometer Survey 2015[39], Namibians are increasingly supporting women in political leadership. While women are more likely than men to think that women can and should occupy position of leadership, women are less likely than men to be interested in public affairs and participation in civic action.

Comparatively speaking, women in Namibia are well represented at the national level in Parliament with 46 participants in the House of Legislation. However, the 14.3 percent representation of women in the House of Review is very low. Senior leadership positions in GRN are still primary filled by men and there is still quite a long way to go for women to be equally represented in the most senior government positions with approximately only one in three women occupying these positions.

25.8   Concluding remarks

The preceding high-level description of the country's gender context using statistics clearly demonstrates serious gender data gaps, especially according to official data sources. Even though an LFS was conducted in 2018, that is not frequently enough to capture the dynamics of the labor market. Data obtained from the NIDS 2016 covers a slightly broader set of indicators but is still not enough to provide an up-to-date, post-COVID-19-pandemic picture of the status of women in Namibia. The 2013 Namibia DHS, now ten years old, is still the primary source of survey data on key health and GBV indicators. Even though various indices continue to rank Namibia quite highly regionally and internationally, such assessments are based on comparatively old survey data. The 2021 VNR report, which was largely based on administrative data, also illustrates its limitations to adequately respond to the monitoring and reporting requirements of Agenda 2030.

Even though the Population and Housing Census is due to be conducted in 2023, it can never produce the granular level of detailed information for adequate planning, resource allocation, and M&E of the Government's commitment to gender equality and poverty eradication.

Table 4: Women's representation in the Namibian Parliament and in leadership positions in Government

Representation in the Namibian Parliament			
House of parliament	Number of MPs	Number of Women	Percentage of women
National assembly (House of legislation)	104	46	44.2
National council (House of review)	42	6	14.3
Leadership positions in Government			
Category	Total number of Positions	Number of positions held by women	Percentage of women (%)
Permanent Secretaries/ Principal Secretaries/ Director Generals / Executive Directors	29	10	34
Deputy Permanent Secretaries/ Deputy Principal Secretaries/ Deputy Director Generals/ Deputy Executive Directors	47	19	40
Directors	162	60	37

Source: MGEPESW, Report on SADC Protocol on Gender and Development 2021

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39   Afro-barometer survey Namibia 2015. Available from https://www.afrobarometer.org/wp-content/uploads/2022/02/ab_r6_dispatchno22.pdf

3 Analysis of Gender Statistics System in Namibia

3.1 Introduction

Whereas the previous chapter summarized the context within which statistics are produced in Namibia, Chapter 3 provides an overview of the national statistical system (NSS) and a detailed assessment of the status of gender statistics based on data from primary and secondary sources.

3.2 Broad overview of the Namibia's NSS

3.2.1 Structure and functioning of the Namibia NSS

The production of official statistics in Namibia is subject to the prescripts of the Statistics Act, No. 9 of 2011. The Act provides for the development of the NSS and defines its components and objectives. It also establishes the NSA and defines the Board of the NSA, its powers, and functions. Through the promulgation of the Act, the former Central Bureau of Statistics (CBS) was replaced by the NSA.

The Statistics Act defines the following objectives of the NSS; to (a) build a coordinated and sustainable capacity for the collection, production, analysis, and dissemination of statistics in accordance with UN FPOS; (b) ensure the protection of the confidentiality of information provided by a respondent; and (c) promote the use of statistics for (i) evidence-based planning and decision-making, (ii) policy design, and (iii) monitoring and evaluation of policies and decision-making.

The Statistics Act also makes provision for the NSA to designate government-issued statistics as official statistics with the criteria that such statistics should be sensitive 'to distribution by gender, disability, region, and similar socioeconomic features'. The Act tasks two bodies to be responsible for statistical oversight in the country and the NSS—the NSA and the Board of the NSA. The Act defines the composition of the Board and its working relationship as follows: the Board consists of the Statistician General and six other members appointed by the Minister after consultation with the President according to requirements set out in the Act. The Minister then appoints the Chairperson from among the seven members, while the members elect the Vice Chair themselves.

The Act also identifies the primary responsibility of the Board as to administer and control the affairs of the Agency. The Board provides governance and financial oversight but is also tasked with selecting, appointing, and removing the Statistician General from office. Remuneration of the management of the NSA is determined by the Board according to the State-Owned Enterprises Governance Act, 2006.

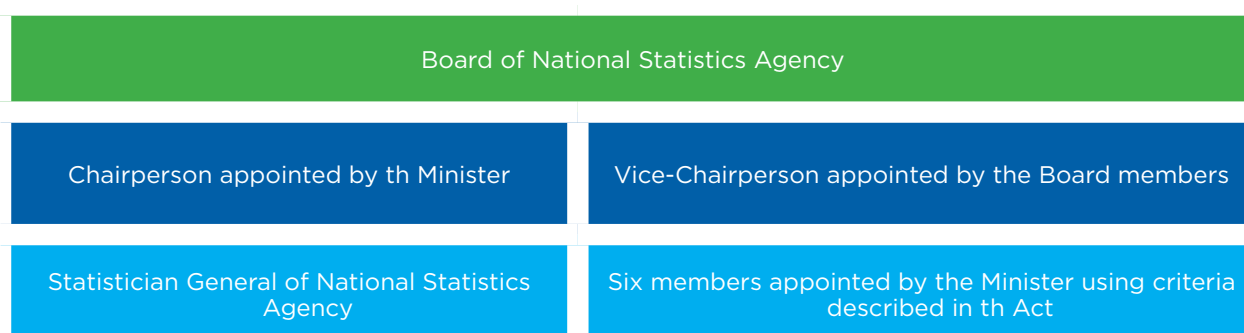| Board of National Statistics Agency	
Chairperson appointed by th Minister	Vice-Chairperson appointed by the Board members
Statistician General of National Statistics Agency	Six members appointed by the Minister using criteria described in th Act

Figure 10: Composition of the Board of the NSA

The mandate of the NSA as formulated in the Statistics Act is to: (a) collect and analyze official and other statistics; and (b) develop and coordinate the NSS and National Spatial Data Infrastructure (NSDI). Its functions can be summarized as follows[40]:

- Represent the central statistical authority of the State;

- Collect, produce, analyze, and disseminate official and other statistics in the country;

- Facilitate the capture, management, maintenance, integration, distribution, and use of spatial data;

- Develop and coordinate the NSS and the NSDI; and

- Advise the Minister (Director General of National Planning Commission) on matters related to official and other statistics, whether of its own accord or at the request of the Minister.

Two key policies were developed in compliance with the provisions of the Statistics Act of 2011 and the NSA mandate. These are the:

1) Statistics Policy for Namibia (2014[41]) which directs statistical production by the NSS and describes the aims, objectives, attributes, and strategies of an efficient statistical system.

2) NSDI Policy (2015[42]), which provides guidance on improving the initiation, collection, processing, integration, storage, distribution, awareness of, access to, and utilization of spatial data and services in Namibia.

These two policies informed the development of the NSA framework on 'Data Collection, Processing and Dissemination Policy and Practices', which was gazetted in 2015[43]. The policy and practices guidance document contains policy statements, standards, and practices for collecting, processing, and disseminating statistical data. In addition to its alignment to the Statistics and NSDI policies, it is also aligned to UN FPOS and the ACS.

At the 2008 NDP3 launch, CBS, which preceded the NSA, received the mandate to formalize and facilitate the establishment of the NSDI. This was subsequently carried out through the provisions of the Statistics Act of 2011. The Statistician General is responsible for administering the NSDI through the committee of Spatial Data and reports to the NSA Board on a quarterly basis.

The implementation of Agenda 2030 requires a national framework of SDG indicators that translate global commitments into the national context in the form of specific and relevant targets and indicators. Consequently, in 2020, Namibia adopted the National Framework of SDG Indicators (Quality Indicators abbreviated to QI) which is aligned with Namibia's development priorities, particularly with the 2020-2024 PQG.

The Statistics Act of 2011 is aligned to international best practices, and subsequent policy statements such as General Notice No. 20 Namibia Statistics Agency through which data collection, processing, and dissemination policy and practice take the ACS as adopted in 2011 into consideration. Emerging areas and concepts around official statistics such as big data and ideas related to data ecosystems are not covered by the Act or other normative frameworks. A national quality assurance framework for official statistics was developed and adopted in 2015.

3.2.2 Principles of official statistics

According to the Statistics Act of 2011, official statistics in Namibia should be based on seven principles: (a) relevance, accuracy, reliability, and timeliness; (b) objectiveness and comprehensiveness; (c) compilation, production and analysis in a scientific and transparent

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40 Website of NSA: https://nsa.org.na/page/statistics-act/

41 Namibia Statistics policy, 2014. Available from : https://cms.my.na/assets/documents/p1b7unpbs51dn0uk5kqf19ef1p8i4.pdf

42 Government Gazette, WINDHOEK - 6 March 2015 No. 5684. General Notice no. 20 Namibia Statistics Agency: National Spatial Data Infrastructure (NSDI) Policy

43 Government Gazette, WINDHOEK - 27 January 2015 No. 5656. General Notice no. 20 Namibia Statistics Agency: Data collection, processing and dissemination policy and practice.

manner; (d) impartial dissemination; (e) accessibility; (f) in accordance with appropriate national and international standards and classifications; and (g) sensitivity to distribution by gender, disability, region and similar.

This is aligned to the UN FPOS and, even though promulgated around the same time, it also largely encapsulates the ACS with emphasis on strong direct user involvement. The basic legislation and policies regulating the NSS in Namibia, besides having gaps, are therefore reasonably aligned with the most recent global and continental guidelines on statistics.

3.2.3   Coordination of the National Statistical System

Figure 8 graphically represents the different actors of the NSS as defined by the Statistics Act 2011 and highlights the role of NSA as the primary coordinator of the NSS.

Figure 11: NSS components and NSA Coordination
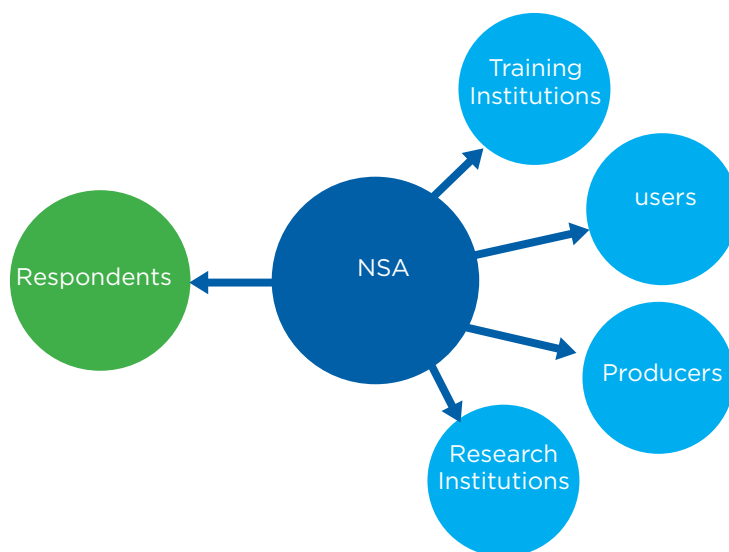
Source: NSA - Power point presentation, October 2022

3.2.4   The Strategic Plan of the National Statistical System

The NSA's five-yearly statistics plans regulate the production of statistics in Namibia, but the responsibility for implementation lies with the NSA. Since its inception in 2011, the Agency has had two strategic plans. The current plan (2016/2017-2021/2022) is primarily based on national needs and priorities such as highlighted in the NDP4 and drafts of NDP5 and the Harambee Prosperity Plan (HPP), but also incorporated aspects of FPOS and ACS, and the International Monetary Fund's (IMF's) Data Quality Assessment Framework (DQAF).

The current plan is more outward looking than the 2012/2013-2015/2016 plan. Its primary focus has been on mainstreaming statistics into national development processes, improving coordination of the NSS and administrative data sources, and positioning the NSA to increase its role in the international statistical system. It also places a lot of emphasis on improving the quality of the statistics produced and because of this, the first NQAFS was developed in 2019. Additionally, the plan also highlights the importance of meeting new data requirements in response to national, continental, and international development agendas.

3.2.5   Quality assurance framework

The quality of statistics produced in Namibia is assessed through the NQAFS 2019. The framework is based on the seven principles of official statistics as identified in the Statistics Act of 2011 and which corresponds with UN FPOS.

These include statistics that are (a) relevant, accurate, reliable and timely; (b) objective and comprehensive; (c) compiled, produced, and analyzed in a scientific and transparent manner; (d) disseminated impartially; (e) accessible; (f) in accordance with appropriate national and international standards and classifications; and (g) sensitive to distribution by gender, disability, region and similar.

The NQAFS 2019 provides a rational, transparent, and sustainable methodology for assuring the quality of the statistics produced in Namibia. Procedures highlighted in the materials include those aimed at quality assurance, quality assessment, and designating of statistics as "official" statistics. Quality assessments are typically conducted on studies that have already been undertaken, while quality assurance focuses on assessing quality and identifying measures that can be applied as part of future quality improvement activities and processes.

3.3   Status of the gender statistics system in Namibia

3.3.1   Introduction

Assessing a gender statistics system entails identifying gender data gaps as well as capacity gaps in the collection, production, dissemination, and use of gender statistics as part of the NSS and data ecosystem in general. In this regard, this assessment therefore focuses on identifying gaps and challenges in five areas: (i) normative frameworks and an enabling environment; (ii) main sources of gender statistics; (iii) gender statistics production; (iv) coordinating mechanisms; and (v) use, access, and dissemination processes among gender machinery in the country.

Section 3.3 is based on information from the questionnaire gathered during interviews with ministries and other entities that participated in the survey. This assessment report uses PARIS21's[44] definition of gender statistics, in which gender statistics have the following characteristics:

- Data is collected and presented by sex disaggregation as a primary and overall classification.

- Data reflects gender issues and is based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and

- Data collection methods consider stereotypes and social and cultural factors that may induce gender biases.

3.3.2   Enabling environment

3.3.2.1 Policy Instruments

The Constitution of Namibia is the supreme law of the Republic of Namibia and was adopted in February 1990. It is a progressive constitution in terms of framing issues around gender equality and human rights, uses gender-neutral language, and enshrines the principles of universality and equal rights between men and women and that of gender equality. It explicitly forbids discrimination based on sex, makes provision for equality in all aspects of marriage, and authorizes affirmative action. It also addresses customary law and states that it can be applied as far as it does not contradict the constitution. Men and women are treated equally when it comes to acquiring citizenship through birth and marriage.[45]

The political will in the country is in line with the various international and regional instruments that the country has ratified in the area of gender, mainly the Beijing Declaration and Platform for Action (BPfA), the United Nations Convention on Elimination of All Forms of Discrimination Against Women (CEDAW); Agenda 2030 for Sustainable Development (SDG); the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, better known as the Maputo Protocol; the SADC Protocol on Gender and Development; the 2006 African Youth Charter, which calls on States to develop programs of action to provide legal, physical, and

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44 Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.
45 Gender and Law Reform In Namibia, Dianne Hubbard, Legal Assistance Centre, Namibia

psychological support to girls and adolescents who have been subjected to violence and abuse so that they can fully integrate into economic and social life; Resolution 61/143, of 19 December 2006, which refers to the intensification of efforts for the elimination of all forms of violence against women; Resolution 54/7 of March 2010 on the end of female genital mutilation (FGM) refers to the importance of adopting comprehensive and multidisciplinary action plans for the elimination of female genital mutilation as well as the Maputo Plan of Action 2016-2030 for the operationalization of the continental policy framework for sexual and reproductive health and rights.

Gender mainstreaming is expected and supported by MGEPESW throughout government and OMAs.

With regards to gender statistics, besides references to census and survey data being disaggregated by sex and the need for sex disaggregation created by Agenda 2030 reporting requirements, very little could be found in existing policies and frameworks. Only one reference was made to the production of gender statistics in each of the previous strategic plans of the NSA. The 2012/2013-2016/2017 plan refers to engendering partnerships on educational programmes to benefit statisticians while the 2016/2017-2021/2022 plan mentions that NSA does not have much capacity for more in-depth analysis of existing data and that it will do some gender-related research work in partnership with other institutions (for example, universities and the Institute for Public Policy and Research).

The National Gender Policy (2010-2020) contains an indicator framework consisting of 12 domains and 26 indicators. However, four of the 26 indicators (15.4%) are currently not being measured. The national plan of action on GBV also contains its own M&E framework consisting of four high-level indicators to be measured through the NDHS with the 2013 NDHS serving as the baseline. The framework has 57 activity associated indicators, most of which are obtained from administrative data sources.

3.3.2.2 Infrastructure and Human Resources

The structure of the NSA makes provision for a dedicated unit and staff members for the production of gender statistics. Established in 2017, the Welfare and Gender Statistics (WGS) Unit has five posts, four of which are currently filled. The WGS Unit reports via the Manager-Social Statistics to the Executive-Demographic and Social Statistics to the Deputy Statistician-General and then the Statistician-General (Figure 12).
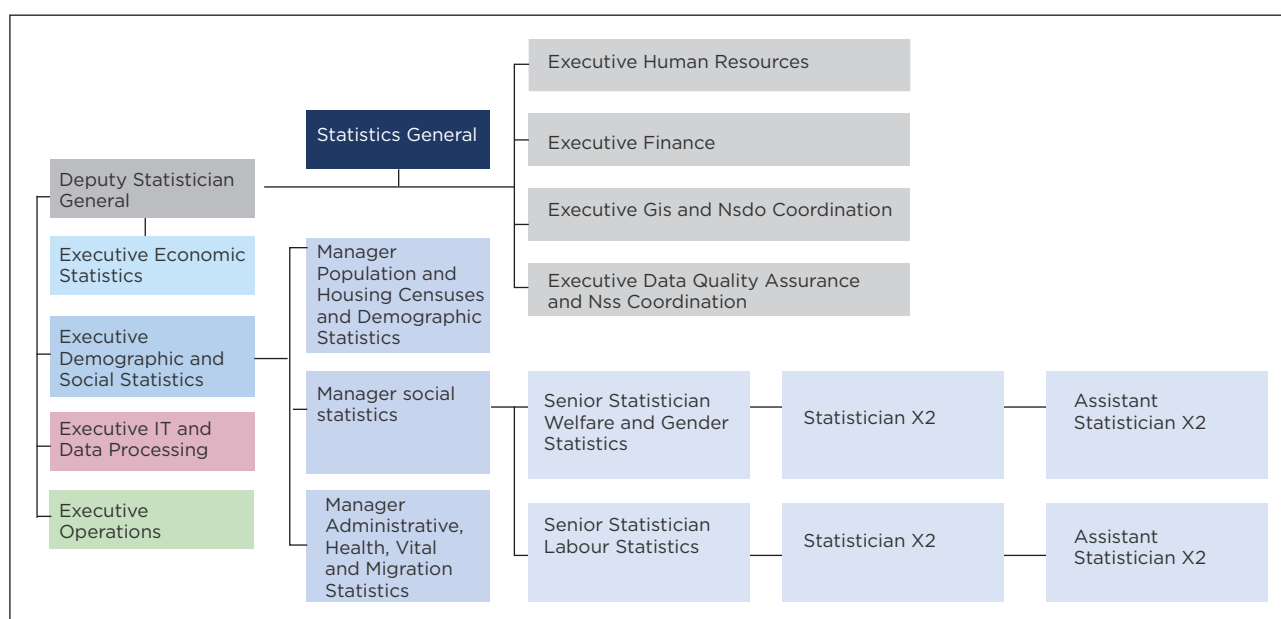

Figure 12: Simplified structure of the NSA

The main tasks of the WGS Unit pertaining to gender statistics are to:

- Compile gender statistics and maintaining gender statistics databases.

- Analyse data from a gender perspective.

- Disseminate gender statistics via publications and/or a website.

- Ensure that a gender perspective is addressed in all aspects of the statistics production in the NSO.

- Integrate a gender perspective in <u>statistics training</u> or introducing statistics in <u>gender training</u> and awareness-rising workshops; organizing national training related to gender statistics.

- Answer requests for gender statistics from national and international users.

- Conduct methodological work (development of gender statistics, measurement issues, data collection methods).

- Provide technical support to the Department of DQA—NSS coordination in gender statistics-related coordination activities.

NSA has been severely affected by the austerity measures aimed at reducing the public sector wage bill. The implication of this has been that vacancies in key positions have not been filled and no new posts can be created within the Agency.

As the custodian of gender-related activities in the country, MGEPESW plays the following role in the NSS:

- Produce some statistical outputs relating to gender statistics

- Compile gender statistics inputs from other agencies and/or administrative records from other data sources (CSOs, NGOs) as part of its monitoring function.

- Organize consultations among gender statistics producers and with users

- Lobby the relevant programs and bills related to gender statistics

Several other key ministries collect sex-disaggregated and gender data. However, none of them have dedicated gender statisticians. These ministries include Ministry of Agriculture, Water and Land reform (MAWLR); Ministry of Higher Education, Technology, and Innovation (MHETI); Ministry of Education, Arts and Culture (MEAC); Ministry of Health and Social Services (MoHSS); Ministry of Labour, Industrial Relation and Employment Creation (MLIRE), Ministry of Urban and Rural Development (MURD), National Planning Commission (NPC), Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW) and Ministry of Home Affairs, Immigration, Safety and Security (MHAISS).

The collection of sex-disaggregated data is incorporated in the work of different sectors in Government through gender focal persons who are usually based in the HR sections of each department. All ministries have gender focal persons, usually based in the respective HR departments with the exception of MGEPESW, which has a Gender and Research Unit. These focal persons are responsible for implementing and monitoring gender equality targets and gender mainstreaming in their respective OMAs. They are also responsible for reporting and provide basic statistics on the status of gender mainstreaming and gender equality targets in their respective OMAs. The officials in OMAs who work with management information system (MIS) and administrative data systems are not necessarily focused on gender analysis, but produce sex-disaggregated data as a matter of course as part of their usual work.

3.3.2. Capacity gaps

MAWLR, MHETI, MGEPESW, and MEAC employ trained statisticians. However, they are not necessarily trained gender statisticians. Most officials working with Information Management Systems (IMS) in the ministries consulted are technical specialists who progressed into data and information officer positions over time. The IMSs are often complex and the kind of experience needed cannot be obtained elsewhere as it is very specific to those systems. The high turnover of staff working with data in the OMAs means that institutional memory is lost and continual vacancies make it difficult for remaining staff to cope with all the work e.g., MEAC. Recruitment delays in most ministries is not related to unavailability of candidates but is rather a reflection of how long HR processes take. In the case of the NSA, vacancies are not filled because the Government wants to reduce the public sector wage gap. In the case of MoHSS, the available staff collect data at health service points. These could be nurses and doctors who then collate the data and send it to district offices. The information officers are usually nurses trained to use the DHIS. Staff collecting data are not very concerned about the quality as they feel it wastes their time because they have more important priorities such as assisting people who have health problems. Data on causes of death data has a two-year backlog because in most cases, staff do not have time to check and finalize the data. MoHSS last had a statistician in 2014. Some projects such as Project Hope employed statisticians for M&E purposes. During the group interviews, there was at least one instance where a statistician was employed by a ministry but instead of doing research and data work they were mainly doing administrative work.

A lot of the data prepared in ministries is routinely disaggregated by sex but no specific emphasis is placed on gender analysis per se. Exceptions are the NSA, MoHSS, and MGEPESW where specific gender data is produced in addition to sex-disaggregated data.

Respondents' years of experience working with gender statistics range from zero to five years. One respondent indicated that she has 15 years' experience working with gender statistics.

None of the participants in the assessment, except for some staff from NSA, have previously attended gender statistics training. The participants identified the following kinds of gender statistics training needs:

- Statistical coordinating mechanisms and tools to promote an effective and well-coordinated gender statistical system
- Collection of gender-specific information using surveys
- Collection of gender-specific data using administrative sources
- Production of specific gender indicators
- Ways of presenting gender information to users
- Ways of analysing gender statistics

During the group discussions, the need for regional in addition to national training was also emphasized.

3.3.2.4 Funding for gender statistics

The NSA has been affected by the fiscal austerity measures implemented by the Government of Namibia. These are aimed at reducing the budget deficit through the reduction of Government expenditure. The 2022/2023 budget of N\$61.5 billion is significantly less than the N\$67.9 billion budget tabled for 2021/22[46]. While the social sector received more than 50 percent of the total budget in 2021/2022, this did not translate into more financial resources for NSA which is situated under the National Planning Commission. The 2022/2023 budget allocation for the National Planning Commission (most of which is for the NSA) is N\$130 million and represents 0.2 percent of the total budget allocation of the Government for the period. The Population and Housing Census, which was scheduled to be conducted in 2021, has been postponed to 2023 due to a lack of financial resources. The latter is partly due to the diversion of money into COVID-19

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46 Budget statement for the 2022/23 financial year. Presented February 2022. Also refer to MTEF Budget 2022/23 - 2024/25. Available from: www.mof.gov.na.

pandemic-related mitigation and recovery activities, but also reflects austerity measures aimed at curtailing government expenditure. The most recent LFS in Namibia was conducted in 2018 and there is no indication that the next one will be conducted soon due to financial constraints. There are no dedicated financial resources in the NSA for gender statistics besides funding for the posts of gender statisticians working in the WGS Unit. The 2022/2023 MTEF budget[47] has a N$9.5 billion allocation for gender equality and poverty eradication, which represents 9.7 percent of the national budget. However, very little of this is dedicated to the production of statistics. NSA and the MGEPESW receive limited technical and financial support from primarily UN agencies to produce gender statistics and publications.

3.3.2.5 Leadership, relationship with political authorities / political support

Gender equality is widely accepted as a policy objective by the Government and efforts to mainstream gender across Government have been largely effective. Gender equality is not only included in the five-year Government plan, but also has its own budget vote (Gender Equality and Poverty Eradication).

There is also some political support to develop gender statistics. However, at the level of decision-makers within Ministries and more specifically in the areas of planning and M&E, actual resource allocation in terms of staff and financial resources is lacking across all departments. The only ministry where the IMS is adequately resourced is the MEAC. Some participants in the assessment indicated that managers in government are not sufficiently leading the agenda to promote evidence-based decision-making and the improvement of data quality. Appreciation of the importance of supporting staff to improve their data sciences and management skills is also low.

The Statistics Act ensures that the statistical production of the NSA is independent. The assessment did not find any indication of political or administrative pressures aimed at influencing statistics.

The misuse, abuse, or misrepresentation of gender statistics is governed by the Statistics Act of 2011 with the following considered statistical transgressions in general terms:

- Non-provision of statistical information within the defined deadline

- The provision of inaccurate, insufficient, or misleading information

- The provision of information in a manner different from that defined

- A breach of the confidentiality provisions of the Act

- The refusal of staff or NSS's agents' diligences with the view to the direct collection of statistical information through interviews

Even though the Act is quite clear about these roles and responsibilities viz-a-viz the collection and provision of data, these are sometimes not adhered to in practice.

3.3.2.6 Levels of motivation and conditions of employment

Only one of the respondents indicated that their work on sex-disaggregated data and gender statistics has a positive impact on their levels of work satisfaction, motivation, and career opportunities. None of them felt that this work impacts on their remuneration.

3.3.2.7 Coordination of gender statistics production

Based on problems experienced by MGEPESW with the coordination of gender equality-related work, a special coordination mechanism was developed to accompany the Gender Statistics Policy 2010-2020. Figure 13 provides an overview of the proposed mechanism.

Though largely effective, this coordination mechanism does not specifically address gender statistics. In practice, issues around data are raised at a high level in the various cluster meetings. M&E of the Gender Policy is the responsibility of MGEPESW and as such, the ministry plays a role

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47 Budget statement for the 2022/23 financial year. Presented February 2022. Also refer to MTEF Budget 2022/23 - 2024/25. Available from: www.mof.gov.na.

in coordinating gender data. However, within the context of the statistical coordination function of NSA as defined in the Statistics Act of 2011, there is currently very limited statistical coordination in Namibia and no specific gender statistics coordination mechanism. Several of the users interviewed during the assessment felt that there is a gap in statistical coordination. The main reason for limited statistical coordination in Namibia is the limited number of staff available to execute this work in the 'Executive Department of Data Quality Assurance and Coordination of the NSS'.

For the overall SDGs M&E framework, there has been agreement on:

- Priorities for data production
- Systematic coordination and alignment of actions and resources with the defined goals and ensuring that employees of the agency/organisation are working towards a common goal
- Undertaking multi-pronged interventions or programs such as SPARS (Supervision, Performance Assessment, and Recognition Strategy).

So far, at the level of the interviewed OMAs no plan to undertake any actions aimed at improving the coordination and production of quality gender statistics was mentioned.

Despite the current gaps, both MAWLR and MHIASS have had long-standing Memorandum of Understanding (MOUs) with NSA that regulate their working relationship and exchange of data. Examples of this joint work include the provision of 80 percent of the funding for the 2013/2014 Namibia Agricultural Census by MAWLR, collaboration on census mapping, and data exchange with MHAISS for the compilation of vital statistics.

NSA, in close collaboration with the OPM, is also planning to support the implementation of the X-road data exchange initiative. This enhances coordination and data exchange by automating access and downloads as well as linking various data sets across Government. It will enlarge the pool of available variables for disaggregation and analysis across OMAs
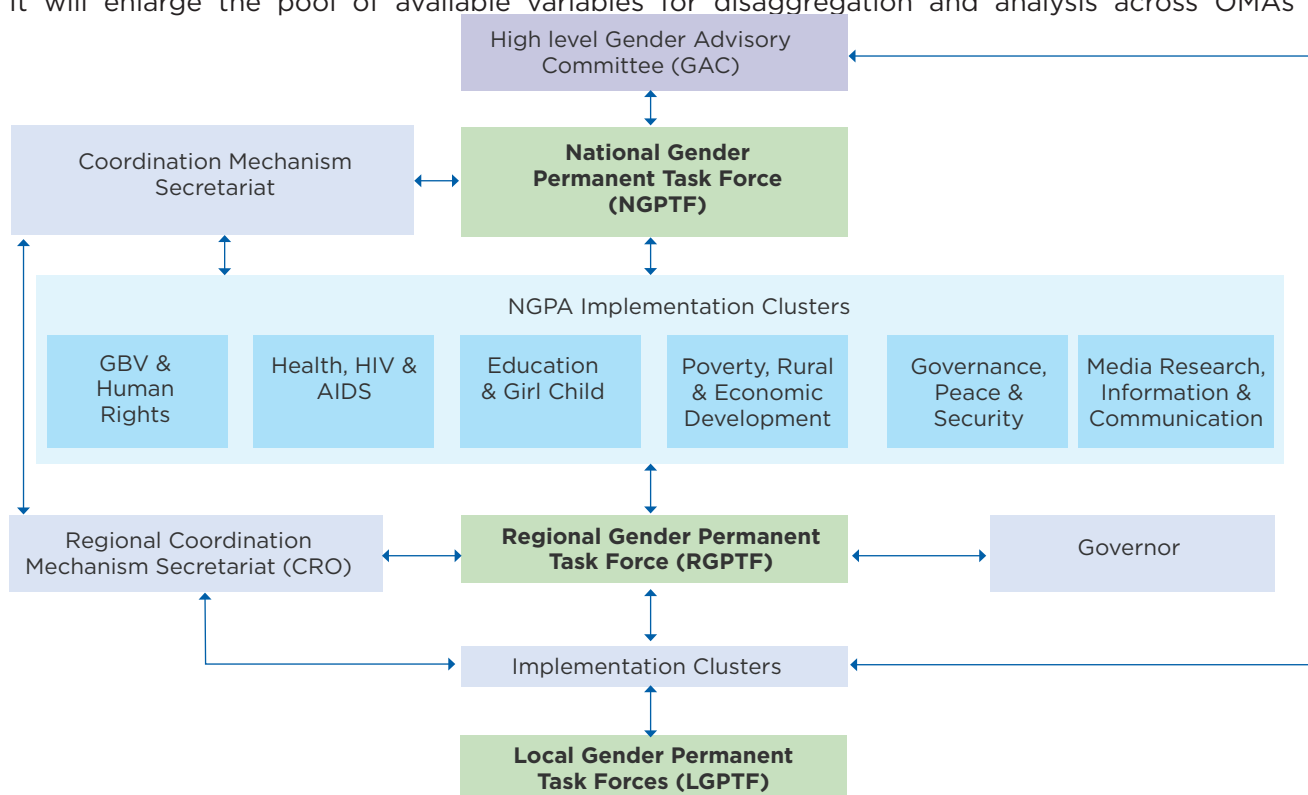
Figure 13: Coordination mechanism for the implementation of the National Gender Policy (2010-2020)[48]

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48 Republic of Namibia, Ministry of Gender Equality and Child Welfare, coordination mechanism for the implementation of the national gender policy (2010-2020). Available from: https://mgepesw.gov.na/documents/792320/795334/Coordination+Mechanism+for+the+Implementation+of+the+National+Gender+Policy+%282010-+2020%29.pdf/0badb8d0-5cd9-557e-7674-c9c3ad731c36?version=1.0&download=true

3.3.2.8 SWOT analysis of gender statistics in Namibia

During the inception and validation workshops, the assessment partners and contributors engaged in a SWOT analysis of the production and use of gender statistics in Namibia. The strengths and weaknesses typically reflect internal positives and weaknesses, while opportunities and threats have a more external focus

Table 5: SWOT analysis by OMAs

Strengths	Weaknesses
• **National machinery** (an institutional organization mandated with gender issues) • Establishment of a **gender statistics unit** at the NSA (*A dedicated institution on harmonizing information system)* • **Gender mainstreaming** in all sectors • Availability of **gender data** (the know-how of the number of women and men) • **National Policy on Gender 2010—2020** (existence of gender policies and legislation and Namibia being member of UN treaties) • **National Plan of Action on Gender-Based Violence 2019—2023** • The **Namibian Constitution and Statistics Act 9 of 2011** • Availability of **Gender IMS**	• Lack of a **harmonized institutional arrangemen**t in the regions for OMAs • Few OMAs have **functioning IMS**/Lack of IMS in some OMAs • No gender-specific **database system** • Underdeveloped **IT infrastructures** • **Delays to conduct national census and other essential surveys** (productions and reports) which hampers planning and programming • Lack of **human capacity** to manage the Gender IMS • No central point for administrative data • **Access to data and statistics:** Difficult to obtain statistics from other producers/stakeholders • **Limited coordination** of gender statistics • **Lack of gender statistics awareness**
Opportunities	Threats
• **Gender statistics sector in NSDS:** inclusion of gender statistics as a sector in the NSDS – advancing coordination, collaboration and integration • **Minimum set of indicators:** currently based on the AGDI (benchmarking with other countries) • **Gender statistics focal persons:** establishment of gender statistics focal points in all institutions. • **Understanding of gender concepts and definitions:** better understanding of gender concepts and definitions creates and opportunity for improved gender statistics production. • **Some financing:** limited financing exist and can be used to expand this work for gender statistics (training, awareness, etc). • **Policies, planning and decision-making:** these are currently informed by gender statistics. • **Partnerships:** support from international agencies (technical & financial) • **Demand:** increased demand for gender statistics strengthens the case for increased production and use. • **International treaties:** The government of Namibia is party to/committed to (best practices) • **Mainstreaming concepts and definitions:** educational institutions can mainstream gender statistics concepts and definitions • **Non-traditional data**: use of non-traditional data e.g. big data (Integration and harmonization of databases and systems), use of spatial data, citizen generated data • **Advanced statistical analysis:** Mining existing data can reveal patters and policy imperatives e.g. data mining	• **Lack of legal mandate**: regulations in place are more sex oriented, not really allowing or promoting gender statistics, especially at data collection level and in the civil registration and vital statistics (CRVS)**Biased cultural and social beliefs**: people are reluctant to change, to accepting gender equality practices • **Limited financial resources**: lack of financial resources to support initiatives • **Lack of coordination framework for OMAs**: silo systems and efforts, no harmonization • **Bias in CRVS**: people with no national documents besides civil registration being a constitutional right. For instance, men have challenges getting national documents for children in the absence of mothers, while for women its easier get children documents in father's absence. • **Lack of resources for some decentralized offices**: to enable them to report efficiently and timely. For instance, some offices have no utilities such as electricity, water, network, etc. • **Imbalance in population ratio**: women have a bigger population share and this domination can impact decisions • **The country's classification as upper middle income** has limited the country's access to opportunities and funds especially with the worsening global economy

Table 6: SWOT analysis by CSOs

Strengths	Weaknesses
• CSOs have **access to communities** at different levels. Data reports are compiled to UN agencies and other partners. • The **operations of the CSOs are linked to the NDP and mandate of government**. • There is a **legal framework for CSOs** operations (such registrations with the Ministry of Health, Ministry of Trade, Ministry of Gender, and Ministry of Justice as a trust) • The **Statistics Act** regulates the operations of NSA and the coordination role of the NSS by the NSA. CSOs are part of the NSS. • **Academia** has the capacity to do policy and gender analysisthrough their research units.	• **No umbrella body** coordinating CSOs in Namibia. • NSA is not **rolling out its full mandate on the NSS** due to the lack of NSDS (still in development stages) and also human resources. • Gender **data is outdated** (last update of DHS was done in 2013) and there is a gap in reporting GBV and SGBV data. • Gender-based-violence data systems are **not harmonized** across Government, CSOs and private sector. • **Insufficient gender-based-violence surveys** have been produced in the country and there are not enough projects focusing on GBV perpetrators (as well as programs that are not focusing on boys and men). • There is **limited capacity** in data collection, analysis and interpretation in NSS (inclusive of OMAs and CSOs). • **Technology** and especially digital technology is **not used optimally** to collect and provide access to data on available digital platforms. • Often the **same individuals benefit** from different programs and this is not reflected in the statistics **(double counting).** • Most national data collection tools **do not distinguish between sex and gender** despite them being defined differently internationally. This reduces the accuracy of reporting.
Opportunities	**Threats**
• CSOs and academia have an opportunity to have their **data/statistics designated as official by NSA** through the NQAF process. • CSOs have an opportunity to **benchmark their statistics against the official statistics** the NSA produces as well as produced by other countries. • **Demand for gender statistics.** • **Demand for statisticians** (in OMAs). • CSOs will have an opportunity to participate in the **development of Gender Statistics strategy.** • Collaboration with the **media to disseminate gender statistics**: Namibia is party to/committed to (best practices).	• **Duplication of efforts and data** (double reporting with development partners and Ministry of Gender) • CSO's that are **donor funded** and not always sure of their resources and sustainability. This impacts negatively on the **regular and consistent production of gender data.** • Lack of job security leads to **high staff turnover** (no long-term funding). This impact on continuity of already developed and planned statistical capacity building. • Inadequate funding by and for government places a **burden/reliance on CSOs for program implementation.** • Sustainability of CSOs and statistical production is threatened by **unequal resource distribution**. • **Fraud and corruption** in some CSOs affect all CSOs due to their impact on **reducing funding** to the sector which also impacts data production. • Availability of **statistics is skewed towards sectors and geographic areas** where most donor resources are distributed. • **Cultural norms** reduce reporting of GBV cases and therefore the accuracy of the statistics produced.

3.3.2.8 Summary of gaps and challenges in the enabling environment

Key takeaways related to the normative frameworks and enabling environment for the production and use of gender statistics in Namibia are:

i. The current statistics legislation and policies in Namibia are broadly aligned with both the FPOs and the ACS.

ii. The National Gender Policy requires all sectors to produce gender statistics, but this is not sufficiently funded and prioritized by OMAs.

iii. The five-year statistics strategy has some gender statistics priorities, but not enough to significantly drive this agenda forward.

v. There are no general or any sectoral gender statistics plans and strategies in place. Some ministries have M&E plans, but no specific strategies around the resources required and collection and use of the data. There is also need to align national normative frameworks and practices to the UNECA guidelines of good practices in gender statistics.

vi. Statistical production in general and particularly gender statistics is severely hampered by a lack of financial resources and poor prioritization by OMAs of spending on statistical production and use.

vii. There is need for an improved appreciation of the importance of statistics and evidence-based decision-making at all levels of government, especially at ministerial and senior official cadres across OMAs. Even though data requirements have changed in the context of technological change and the fourth industrial revolution, the way data is considered, resourced, and used has largely remained the same across the Government. Without the necessary institutional changes and resource allocations for statistical production within OMAs and the NSA, Namibia is unlikely to successfully respond to the governance challenges of the 21st Century.

viii. Most focal persons in line ministries are appointed to deal with gender issues in general but not specifically with the production of gender statistics and related reporting, while statistics focal points deal with all kinds of statistics and not only gender statistics.

ix. Apart from NSA, MAWLR, MGEPESW, and MEAC, staff responsible for working with data are not necessarily trained statisticians. The focus in all ministries except MoHSS is on standard production of basic sex-disaggregated data rather than in-depth analysis and understanding of gender dynamics. Some ministries, for example, MSYNS, completely lack institutional arrangements to adequately support the production of statistics.

xi. There is need for NSA to increase its support to statistical capacity-building across the NSS.

xii. Even though some coordination takes place through gender policy coordination mechanisms, it is not gender statistics-specific. Furthermore, the statistical coordination role of the NSA as specific in the Statistics Act of 2011, is not as strongly executed as it should be, primarily because of a lack of staff. The establishment of a gender statistics sectoral committee to coordinate the production and dissemination of gender statistics will go a long way in improving the situation.

xiii. Limited gender statistics-related professional meetings, workshops, and training events have taken place at the national and international level. This has been exacerbated by the COVID-19 pandemic.

3.3.3 General gender statistics production considerations

3.3.3.1 Indicator frameworks as the basis for gender statistics production

As pointed out in the previous section, the Constitution of Namibia strongly supports and underpins gender equality and the human rights of women. The country is also a signatory to several international and regional treaties. The production of gender statistics therefore is not only necessary from the perspective of developing, monitoring. and evaluating the implementation of

the national five-year sector plans, but also for international and regional reporting purposes. This places considerable pressure on countries to improve the availability of data and indicators to meet international and regional treaty reporting requirements.

While Agenda 2030 is probably the international treaty with the most strenuous reporting requirements, there are other gender indicator sets of regional and global importance. These are: (i) 68 CSW64-related indicators[49], ii) 52 indicators measured for the UN Statistics Division (UNSD) "Global Minimum Set of Gender Indicators", and iii) 53 Minimum Set of Gender Indicators for Africa (MSGIA)[50].

Table 7: Number of SDG Indicators and their current monitoring status

Area	Goal (Number of indicators in DB)	Number of Indicators	Indicators without values
Economic structures, participation in productive activities and access to resources	Goal 6 (9)	9	None
	Goal 7 (6)	6	None
	Goal 8 (12)	12	None
	Goal 9 (9)	9	None
	Goal 10 (12)	11	10.7.3;
	Goal 11 (8)	8	None
	Goal 12 (7)	5	12.8.1;12.c.1;
	Goal 13 (5)	4	13.3.1;
	Goal 14 (7)	7	None
	Goal 15 (12)	11	15.4.2;
Education	Goal 3 (26)	26	None
Health	Goal 4 (9)	8	4.7.1;
Human rights	Goal 5 (9)	8	5.a.2;
	Goal 16 (9)	9	None
Poverty and food security	Goal 1 (10)	10	None
	Goal 2 (12)	9	2.3.1;2.3.2;2.5.1;
Other	Goal 17 (16)	14	17.8.2; 17.8.3;
Total	(178)	166	Percentage available: 93.3%

Source: UN Women calculation based on UNSD SDG database51

A basic assessment of the overall monitoring of SDG indicators in Namibia according to the UNSD database indicates that 93 percent of the indicators are available. The indicator counts on which this assessment was based represent no disaggregation; at least one value for one year in the time series regardless of how long ago the data was collected; represents data that have either been provided by the Government (NSO) or imputed/modelled through proxy indicators by the custodian UN agency.

This data gap can give us an idea of how much effort CSW and similar report producers need to invest in gathering data for proper country reporting of gender-related issues.

The National Gender Policy consists of 12 domains and 26 indicators. Of these, 19 indicators can be monitored through various household surveys and Population and Housing Census conducted by the NSA. Three of these use administrative data sources, four can be monitored using both administrative and survey data sources, while four do not have any data sources.

UN Women monitors the implementation of 122 gender responsive indicators across all 17 goals, which include all disaggregation. When that analysis is taken into consideration, the situation in Namibia looks less rosy with 38 percent of the indicators not available.

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49 UN Women. CSW preparations. Available from: https://www.unwomen.org/en/csw/csw64-2020/preparations

50 Minimum set of gender indicators for Africa. Available from https://data.unwomen.org/publications/minimum-set-gender-indicators-africa-phase-iv-report

51 UNSD SDG database available from: https://unstats.un.org/sdgs/dataportal/database

Table 8: Status of 122 gender-responsive SDG indicators in Namibia monitored by UN Women

Indicator Status	Number of Indicators	Percentage of indicators
Not available	46	37.7
Low achiever	13	10.7
Medium achiever	48	39.3
High achiever	15	12.3
Total	122	100.0

Note: The status as calculated in December 2020 by UN Women has been updated by NSA in November 2022.

3.3.3.2 Producers of gender statistics

NSA and the various OMAs are the main institutions responsible for data collection, production, and dissemination of official statistics in Namibia. The NSA has executed three consecutive population and housing censuses (1991, 2001, and 2011). Several household sample-based surveys, albeit not collected regularly, complement this data. Together, these represent a vital pool of information to produce gender statistics for national monitoring and reporting requirements of international gender treaties such as the SDGs, CEDAW, AU 2063 Agenda, and other regional treaty commitments. The availability of data for assessing progress on these international and regional treaty requirements is still a challenge.

In this assessment, apart from NSA, the following institutions were found to be collecting key sex-disaggregated data and producing gender statistics:
  i.   Ministry of Agriculture, Water and Land reform (MAWL);
  ii.   Ministry of Higher Education, Technology, and Innovation (MHETI);
  iii. Ministry of Education, Arts, and Culture (MEAC);
  iv.   Ministry of Health and Social Services (MoHSS);
  v.   Ministry of Labour, Industrial Relations, and Employment Creation (MLIRE);
  vi.   Ministry of Urban and Rural Development (MURD);
  vii. National Planning Commission (NPC);
  viii. Ministry of Gender Equality, Poverty Eradication, and Social Welfare (MGEPESW)
  ix.   Ministry of Sports, Youth, and National Service (MSYNS)
  x.   Ministry of Home Affairs, Immigration, Safety and Security (MHAISS).

3.3.3.3 Quality assurance

The data produced through censuses and surveys adheres to the Namibia Quality Assurance Framework and international standards of good practice. The Namibia Quality Assurance Framework is largely based on the UN National Quality Assurance Framework (NQAF)[52] template and guidelines.

NSA is currently adjusting its own NQAF for specific use with administrative datasets and the draft framework will be tested on the payroll data of the OPM. However, the CRVS system in Namibia, particularly the causes of death and other vital statistics data system underwent a comprehensive assessment in 2014. This was followed by the establishment of national CRVS TC & SC in 2015 and the production of the first VSR (births, deaths and marriages) in Namibia. A 2019 report on good practices[53] highlights the progress in coverage and improvement in quality achieved by Namibia. NSA also produced Namibia's first Causes of Death Report in 2021.

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52 United Nations National Quality Assurance Framework template and guidelines. Available from: https://unstats.un.org/unsd/methodology/dataquality/un-ngaf-manual/
53 Compendium of Good Practices in Linking Civil Registration and Vital Statistics (CRVS) and Identity Management Systems Produced by NSA and GPSDD. https://www.data4sdgs.org/sites/default/files/2019-10/CRVS_Namibia_e_WEB.pdf

3.3.3.4 Gender mainstreaming in production processes

Regarding statistical production by ministries, NSA has to be consulted in questionnaire and sample design by law.

In requesting for authorization to conduct a survey, any of these institutions should include, among others:

- The justification for the survey and its intended objectives;

- A copy of the questionnaires to be used to collect statistical information accompanied by the respective filling instructions including concepts and definitions;

- The program for conducting the survey including the type of survey indicating whether it is an exhaustive or sample-based survey;

- Specifications for quality control of the data collected, whether carried out manually or computerized;

- The nomenclatures, classifications, and statistical codes to be used;

Normally, questionnaires are designed by the implementing institution responsible for data analysis and compilation of reports. Data collection instruments focusing on gender are designed to provide information about different categories of women and men (e.g., by age, residence, disabilities, etc.) and with very specific gender issues and questions in mind.

OMAs and NSA should therefore be involved when surveys are undertaken. In practice, they are mostly consulted to ensure adequate sampling design. The gender unit is rarely involved in providing inputs to the questionnaires of line ministries unless the survey is gender-specific, for example, health and education surveys. In surveys that are not gender-specific there is usually no gender balance because inputs from the gender focal point are not always sought or taken into consideration. Although surveys such as LFS allow for a certain level of gender analysis, reports hardly show a gender dimension of well-being. For example, the only information made available during poverty analysis is poverty incidence by sex of the household head, despite poverty incidences being available at individual level as well.

When surveys are undertaken by NSA itself, data users are invited to participate in the questionnaire design. During past data collection initiatives at NSA, gender statisticians are involved in data collection, analysis, and reporting.

The WGS Unit has reviewed all questionnaires implemented by NSA for gender responsiveness.

3.3.3.5 Impact of COVID-19 on statistical production

Like in most other countries, COVID-19 has had an impact on data collection in Namibia. Among the major factors affecting data collection is reduced staff numbers at any given time due to staff rotation to reduce crowding and the possibility of COVID-19 transmission. Travel limitations also rendered any attempts at field work impossible. This has been exacerbated by lack of an autonomous online system of data entry and statistical production.

The production of statistics in general and particularly gender statistics has been negatively affected by the pandemic in several ways:

- The availability and accessibility of statistics have decreased;

- The frequency of the production of certain statistics and its availability has decreased;

- Geographic coverage has decreased;

- Data quality has decreased, probably due to low response rates, among other reasons, and lack of technical capacity for estimating missing data among data producers;

- The resources available for the production of statistics have decreased due to reprioritization of budget allocations;

The COVID-19 pandemic prevented the execution of the population and housing census and the reprioritization of financial resources by the Government has delayed its execution even further.

To restore the production and dissemination of statistics that were adversely affected by the COVID-19 pandemic, user and producer recommendations include the following:

- Increase emphasis on strengthening administrative data systems
- Train data producers on estimation techniques that will enable them to fill the gaps created by low response ratesOrganize interdisciplinary research groups linked to gender issuesExpand the use of technology for data collection to decrease dependency on face-to- face collectionInvolve more than one staff member in gender data production so that supply can continue even if one person is absent

3.3.4 Main sources of gender statistics

3.3.4.1 Introduction

The production of gender statistics by the NSS in Namibia is based on three primary types of data sources:

  i. Administrative records collected from line ministries and other institutions

 ii. Censuses conducted by NSA and the Ministry of Agriculture

iii. Household and individual sample-based surveys conducted by NSA, INE, the Ministry of Health, and the Ministry of Agriculture and Rural Development.

3.3.4.2 Administrative records

Administrative records refer to data collected and maintained by line ministries and other government institutions as part of their day-to-day operations. They serve as a vital source of gender statistics, as they provide the basis for key indicators relating to education, health, crime, public sector employment, etc. They are also important as they can provide data at lower geographic levels and are potentially more current than survey data. In Namibia, the use of administrative data for statistical purposes is assuming special relevance in the production of official statistics as it constitutes a way of reducing costs and the statistical burden on respondents seeking to preserve or even improve the quality of official statistics.

UNSD uses the following three groupings for administrative records[54]:

  i. Data reported to administrative authorities by individual persons/legal entities for legal compliance or to access government services.

 ii. Data recording decisions made by administrative authorities

iii. Data generated by administrative authorities to support planning, implementation, M&E of administrative programmes.

Table 9 summarizes the main administrative records used to produce management information, some of which can be repurposed for statistical purposes. The central servers and IT infrastructure that hosts all OMAs data is situated in the Office of the Prime Minister (OPM). The OPM creates the necessary programs that enable OMAs to produce standard statistics and reports from their data. However, any reporting from these data sets that are not part of the already produced standard reports involve additional programming and delays in data delivery. The EMIS system, which is funded by the Global Fund, has its own independent servers hosted at the DEAC, but which is linked to the central servers hosted by the OPM. The EMIS statistical unit has several statisticians and functions reasonably independently.

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54 Inventory on administrative data sources: https://unstats.un.org/capacity-development/admin-data/Inventory

Table 9: Main administrative data sources for gender data in Namibia

		Data source	Type of data generated	Data owner	Disaggregation
Institutionbased data sources	1.	Individual records	**DHIS** Morbidity and health conditions Service interventions **EMIS and HEMIS** Education institution attendance records **Occupational health** Occupational injuries **Labour Market Services (NIES)** workers; vacancies job seeker profiles **Social security beneficiary data** Maternity, Sick Leave, Death Benefit Fund (MSD); Employees Compensation Fund (EC Fund); Development Fund (DF); National Pension Fund (NPF); National Medical Benefit Fund (NMBF). **Reported crime** Incidence, prosecution, and correctional services data	MoHSS MEAC & MHEST MLIREC MLIREC SSC OMAs of criminal justice system	Location, age sex, disability status (EMIS and HEMIS)
	2.	Infrastructure information system	**All relevant OMAs** Infrastructure and amenities Types of services Equipment **Workplace** Inspection and compliance Cases handled	All OMAs MLIREC	Geography, type of facility, type of management, other
	3.	Human resources information system	Demographic characteristics; post; qualifications; payroll etc.	OPM (All relevant OMAs)	Sociodemographic characteristics
	4.	Logistics management information system	Essential Commodities	All relevant OMAs	Geography, type of facility
	5.	Financial management information system	Budget estimates Revenue and expenditures	OPM (All relevant OMAs)	(National level)
	6.	Facility assessments	Health, education, and Government offices resource inventories; Livestock and R&D	MAWLR, MoHSS,MEAC MURD,MYSR MHEST	Geography, type of facility

		Data source	Type of data generated	Data owner	Disaggregation
Population based data sources	7.	Civil registration vital statistics system	Births Deaths Stillbirths Causes of death	OPM	Socio-demographic characteristics
	8.	Agricultural activities	**Livestock** Stock numbers and production; Fat and carcass data **Crop production** Crop, water, pesticide, land-use, fertilizers data	Namibia Meat Board MAWLR	Socio-demographic characteristics, geography
	9.	Business register	Businesses registered for tax purposes	NSA and NamRA	Socio-demographic characteristics
Other mixed data sources	10.	Surveillance or hazard or drought relief system	Reportable conditions; potential public health threats Disaster and drought relief	MoHSS MAWLR	Geography, other
	9.	Collective intervention records	Community level	MAWLR, MoHSS,MEAC MURD,MYSR MHEST	Geography, other
	10.	Other accounts	Alternative service providers.	MoHSS, MEAC, MHEST	(National level)

Framework structure adapted from Greenwell, F. and Salentine, S. (2018). Health information system strengthening: Standards and best practices for data sources. Chapel Hill, NC, USA: MEASURE Evaluation, University of North Carolina

There are currently no overtly gendered administrative data systems except the GBV, CRVS, sexual and reproductive health (SRH), and maternal health care systems. However, most of the administrative data sets that contain individual records can be disaggregated by sex. No OMA except MoHSS produces regular reports based on administrative data that analyzes gender differences.

Participants in the assessment identified several constraints currently faced in the administrative data sector. The most important of these include:

- Data entry officers do not analyze and use data and have limited understanding of the impact of poor work quality on data and analysis.

- Most officials at grassroots level are busy with technical work and do not consider data recording as important as their main occupation. They are also often understaffed and over-worked and do not have time to collect data.

- Data exchange with officers working at grassroots level was a problem in the MEAC until officers were provided with data bundles. Now they use WhatsAPP and other messaging systems in addition to private email addresses to exchange data and it is working much better.

- Verification post data entry seldom takes place except in education and health systems. This has a negative effect on quality.

- Data owners sometimes take long to respond to data requests and data is not always in the required format.

- The exchange and use of administrative data is complicated and often impossible. The X-Road initiative that will link various data systems is one way through which NSA and the OPM will try to overcome this challenge. Linked administrative data sources will not only ease data use and exchange but will also broaden the number of variables available for analysis.

- The country is still battling with an underdeveloped IT infrastructure to fully digitize administrative data collection processes in some OMAs, e.g the MHASS-GBV unit.

- Typical data quality problems found in the administrative data systems include:

  - Active/inactive records, which has an impact on quality and storage with a need for definitions to be clearly understood;

  - Duplicate records are common;

  - Contact information is often outdated or incorrectly captured.

  - Data is entered in the incorrect columns and there are insufficient background quality checks to prevent this at the point of data entry.

  - Sometimes default responses are used rather than probing or if relevant missing/unknown, skewing the data.

  - Codes used for the classification of industries/sectors are not aligned to national accounts or international standard classifications. The same goes for job/occupation classifications.

- The GBV data system recently developed in the OPM still needs to be launched. Some of the problems currently experienced relate to contributions of CSOs and the private sector to the data system. NSA also needs to come to the table.

3.3.4.3 Censuses and household surveys

Administrative data has limitations including, most importantly, that this data is probably never originally collected for statistical purposes and does not always provide coverage of the entire population. For this reason, sample surveys and censuses will remain important sources of statistics for some time to come. The table below summarizes the surveys and censuses that provide official data in Namibia. All these sources are important sources of sex-disaggregated and gender data.

Besides these sample surveys conducted by NSA, several OMAs also conduct their own specialized surveys. For example, MLIREC conducts the Namibia Informal Economy Survey, Namibia Occupation Skills Assessment Survey, Child Activity Survey, Hazardous Child Labour, and other facility assessment surveys.

All these sample survey data sources represent a vital pool of information to produce gender statistics for monitoring national and international gender treaty commitments. Generally, users are happy with the quality of the data produced by NSA. However, relevance and timeous collection and report production were highlighted as some of users' concerns.

Key concerns related to household sample surveys and censuses include:

- Gap in data collection during recent years. This has been primarily influenced by the COVID-19 pandemic but also by Government austerity measures. For example, the next LFS, DHS and NHIES were due in 2021/2022, but none of these surveys have been executed. With the census being prioritized for 2023, resources for these surveys are very unlikely to be provided before 2024.

- The shift of resource allocation for the Population and Housing Census from 2021 to 2023 may lead to a postponement of the elections as electoral district demarcation and voters roll are dependent on census data. All these need to be ready well before 2024 when the next elections are due.

Table 10: Main Census and survey data sources of gender data in Namibia

Name of Source	Frequency	Responsible Institutions	Year of next collection
1. Censuses			
Population and Housing Census	1991; 2001; 2011	NSA	2023
Agricultural and Livestock census	2000; 2014	NSA & MAWLR	2023
2. Household sample-based surveys relevant to gender			
Namibia Household Income and Expenditure Survey (NHIES)	1993/1994; 2003/2004; 2009/2010; 2015/2016	NSA	2024/25 pending availability of funds
Demographic and Health Survey (DHS)	2000; 2006/2007; 2013;	NSA & MoHSS	Not known
Labor Force Survey (LFS)	2012, 2013, 2014, 2016, 2018	NSA	Not known
National Intercensal demographic survey (NIDS)	2016	NSA	Not known
Financial Inclusion Survey (NFIS)	2017 2007 and 2011	NSA FINMARK TRUST	Not known
Namibia Welfare of Adolescent and Youth Survey (NAMWAYS)	2019	NSA	Not known

3.3.4.4 Summary of the gaps and challenges related to data sources

From the data mapping and the above analysis of the potential data sources, the following gaps and challenges can be highlighted:

- Data for the calculation of some indicators is not currently available and the country will benefit from the inclusion of more gender statistics derived from sample surveys and qualitative data in its VNR reporting. NSA will benefit from exploring the inclusion of working with CSOs and the private sector to include complementary data from non-traditional data sources such as citizen-generated data in data ecosystems and national reporting.

- Even though Namibia is seemingly doing well in basic SDG reporting (barring the issue of old data), many indicators are not well covered by the existing data sources as some of their dimensions (disaggregation by sex, age, disabilities, occupation, etc.) are not captured, or existing data is not systematically compiled. This is evidenced by the relatively limited availability (41%) of the 122 gender-responsive indicators monitored by UN Women across all goals.

- Some indicators require data from surveys that have either never been conducted (e.g., time use and VAW surveys) or have a time lag of more than five years since they were conducted (DHS, labor force and NHIES). While this might be attributed to the COVID-19 pandemic, no evidence could be found that these gaps are being systematically addressed and mitigated.

- Some data sources for calculating gender indicators are not well aligned with gender indicators. This means that the data collection instruments need to be improved to make them gender-responsive.

- Underdeveloped and poorly-maintained IT infrastructure is hampering the digitization of administrative data systems and hence its full exploitation for statistical purposes in some key ministries.

- Technical capacity in line ministries that are not officially mandated to produce statistics, and particularly gender statistics, remains a formidable challenge.

- In as much as several data sets and reports produced by NSA such as the Agricultural Census, NIDS, NHIES, and other contain some sex-disaggregated data, these can be explored more from a gender perspective

3.3.5 Use, access and dissemination of gender data and statistics

3.3.5.1 User perspective on gender data

National gender statistics users (including OMAs, the media, CSOs, and the donor community) consider gender equality as a policy priority. In addition to the data they may be producing, these groups also approach the NSA to provide them with gender data for:

- Examination of current developments for short-term decision-making

- Analysis of trends for longer-term policy formulation

- Monitoring existing government policies

- Highlighting gender issues

- Targeting beneficiaries of programmes

- Research purposes

With the exception of NSA, none of the institutions interviewed mentioned having promoted or attended an event that was particularly aimed at promoting the use of gender statistics. There is also a general lack of appreciation amongst minsters, senior officials and staff at lower levels of government of the importance of basing planning, policy formulation, resource allocation, and M&E on statistical evidence. NSA has organized launch events for its publications, some of which are at least sex-disaggregated and gender-relevant.

There is a need for general data literacy and data uptake and use training across Government. During the group interviews, several instances were provided of where the news media quoted statistics incorrectly. This indicates that it will be necessary to resume training of media houses in basic data literacy.

3.3.5.2 Consultative processes, data accessibility and most used data or product

NSA and OMAs that produce sex-disaggregated data all indicate that they consult with users regularly through the data production cycle. These consultations are generally more broadly associated with the specific product and thematic areas rather than about a gender perspective per se.

NSA is committed to increasing user satisfaction rates and improving public confidence in the data it produces. This is evidenced by the quality assurance processes it applies to all products. However, user satisfaction surveys are not conducted regularly and there is therefore no formal feedback mechanism to help ensure that the statistics produced are relevant and used. NSA also plans to conduct training that encourages and supports the uptake and use of data.

NSA has never produced a dedicated women and men report based on sex-disaggregated data nor has it published gender-specific statistical and other reports. Even though the available household survey data may be old, it will be made more accessible to users of gender statistics if it is already analyzed in a report format. Gender data from both survey and administrative data sources have to some extent been used to inform policies and decision-making. For example, the gender statistics booklet (published by MGEPESW 2013) has been used to inform Namibia's Gender Policy. Learner enrolment statistics, promotion and dropout rates are being used to inform education planning processes and the findings of the Namibia DHS 2013 have been used to successfully develop the 2019 GBV Action Plan and inform sexual and reproductive health initiatives in the country.

Regarding the accessibility of data produced by other institutions especially administrative data), most respondents felt that the data is difficult to access unless one has a personal contact in that organization. Depending on the request, it can also take quite a long time for the request to be met. Of all the OMAs, MEAC and MoHSS are generally considered as having good data systems and responding in a timely manner to data requests. CSOs represent another key stakeholder for gender statistics, both as a user and producer of statistics. For example, CSOs such as Childline and Lifeline provide important statistics that feed into the national GBV action plan. The health sector also gets some statistics from youth-friendly clinics. CSOs feel that they are consulted when policies related to health and well-being are being crafted.

The cluster system that forms part of the gender policy coordination mechanism increases leverage to increase access to data. Internal requests for data and access to data held within the NSA, NPC, and other ministries are generally made through the directors of a particular directorate. External requests are channeled through the relevant executive director. Programmatic committees run by program staff are usually effective at coordination, but, as a rule, data teams do not participate in these committees.

NSA in close collaboration with the OPM, is also planning to support the implementation of the X-road data exchange initiative. This enhances coordination and data exchange through automating access and downloads as well as link various data sets across Government. It will enlarge the pool of available variables for disaggregation and analysis across OMAs.

During the assessment, users of gender statistics were asked to rate the quality of NSA gender data using some key quality metrics. The results are summarized in the table below.

Table 11: Perceptions of gender data quality based on five key dimensions (1=very poor; 3=average; 5 excellent)

Characteristic	Definition	Rating				
		1	2	3	4	5
1. Relevance	The available gender statistics can serve as useful input for planning and policymaking.			X		
2. Accuracy	The available gender statistics reflect the true situation of women and men in the country.				X	
3. Timeliness	The frequency and timing of gender statistics and its release are just in time for planning and policy purposes.		X			
4. Accessibility	Gender statistics are easily accessible from websites or publications.			X		
5. User-friendliness	The available reports or press releases on gender statistics are understandable.			X		

3.3.5.3 Innovation, Communication and transparency

NSA has an open policy towards its data and publications. These are generally accessible and readily available on the NSA website for download purposes. There is no dedicated gender statistics webpage on the website at present, partly because NSA has not been producing many and/or regular gender-specific publications. Feedback from the users of gender data indicates that data presented as graphs/infographics/reports and social media are the most useful formats for communicating gender data. MEAC has a website which, prior to 2019, hosted all the relevant publications and provided easy access to data. However, due to the end of the service provider's contract and limited internal capacity, the website has been non-operational since 2019. This issue is currently being addressed.

Specific gender topics that need to be collected or further analyzed if already available for communication and dissemination include:

- Labor mobility
- Unpaid care work
- Working conditions of domestic workers
- GBV (including rape)
- Human abuse and victimization
- Harmonization of different systems
- Violence against school children
- Family development/family set-up
- Gender-responsive budgeting

3.3.5.4 Summary of the gaps and challenges in the use, access and dissemination of statistics

i. NSA does not conduct regular user satisfaction surveys. However, the Agency and MGEPESW hold user consultations as part of the household survey and data production cycle.

ii. The institutionalization of user producer dialogues will help to improve communication and exchange between users and producers and improve uptake and use by increasing the relevance and timeliness of data production.

iii. Official statistics and reports are easily accessible through the NSA website, but there is no dedicated space for gender statistics products (none have been produced in any case). There are some problems with regards to the accessibility of data, especially data produced by OMAs. Data requests take long to complete and the required data is not always available. In this respect, MoHSS and MEAC are considered more responsive partly because of their good data systems.

iv. Data needs to be made available in more user-friendly formats such as policy briefs and fact sheets.

v. Training on basic data literacy and the uptake and use of gender data is needed across Government. The media, which sometimes uses statistics incorrectly, will also benefit from basic data literacy training.

vi. NSA has never published gender-specific statistical and other reports. Existing data sets can be analyzed from a gender perspective to make it more accessible, easier to use, and meet user needs. Such in-depth analysis, which speaks directly to the data needs of users, is low hanging fruit that can certainly be capitalized on. Examples of data sets that can be mined from a gender perspective include the Agriculture Survey/Census, NIDS 2016, NHIES 2015/16 as well as administrative data sets such as EMIS and HEMIS.

vii. The planned collaboration between NSA and OPM to implement the X-road data exchange initiative will enhance not only data exchange and access, but also enlarge the pool of available variables for disaggregation and analysis across OMAs.

viii. Gender data users suggest that the following gender data collections be prioritized: labor mobility, unpaid care work, working conditions of domestic workers, GBV (including rape), human abuse and victimization, harmonization of different systems, violence against school children, family development/family set-up, gender-responsive budgeting.

4 Conclusions and Recommendations

4.1   Introduction

This assessment is based on the PARIS21/UN Women framework for assessing data and indicator gaps and uses a multi-pronged approach of blending the findings of a study of secondary sources and documents with group and key informant interviews and the completion of a set of standard questionnaires. Most of the assessment work was done in October and November 2022.

This summarizes the main conclusions of the assessment and suggests recommendations to improve or strengthen the current situation of data collection, production, dissemination, and use of gender statistics in the NSS. Like the previous chapter, it is organized along the following sub-headings: (i) Enabling environment for its functioning; (ii) Main sources of gender statistics and gender statistics production; (iii) Use, access, and dissemination processes.

4.2   Enabling environment

Key findings

Namibia's current statistics legislation and policies are broadly aligned with both the UN FPOS and the ACS. Even though the Constitution and policy instruments recognize the need for evidence-based gender statistics to monitor gender equality and women's empowerment, statistics strategies and plans are largely silent on the collection of gender-relevant data as well as its production and dissemination.

There is a strong national gender machinery and gender mainstreaming has become institutionalized across Government and the private sector. There is no doubt that this contributes towards an increased demand for gender statistics. However, there is a need to improve the culture of evidence-based decision-making across all OMAs and the Government hierarchy. Even though data requirements have changed in the context of technological change and the fourth industrial revolution, the way data is considered, resourced, and used has largely remained the same across Government. Without the necessary institutional changes and resource allocations for statistical production in OMAs and NSA, Namibia is unlikely to successfully respond to the governance challenges of the 21st Century. The National Gender Policy (2010-2020) has its own coordination mechanisms and M&E framework. It also requires all sectors to produce gender statistics, but this is not sufficiently funded and prioritized by OMAs.

Even though most OMAs can disaggregate their administrative data by sex, only some e.g., MoHSS and OMAs in the criminal justice sector collect gender-specific data. Gender focal points are in most cases not working with data (except human resource data) and those manning administrative data systems are not always statisticians. However, they have the specialized knowledge necessary to use their systems but need more capacity building on gender statistics. There is no dedicated budget for gender statistics and GRN budget cuts during recent years have hindered the filling of vacant posts and the regular execution of sample surveys, including, more recently, the Population and Housing Census.

Even though some coordination of statistics takes place through the Gender Policy Coordination mechanism, it is not gender statistics-specific. Furthermore, NSA's statistical coordination role as specified in the Statistics Act of 2011 is not as strongly executed as it should be primarily because of lack of staff and the fact that its NSDS (coordination roadmap) is not yet finalized.

Recommendations

The key takeaways related to the normative frameworks and enabling environment for the production and use of gender statistics in Namibia are:

i.   Develop a gender statistics sector plan and align national normative frameworks and practices to the ECA guidelines of good practices in gender statistics.

ii.   Formulate and adopt a national gender statistics indicator framework that can be used to track the implementation of national and international gender objectives and targets. Institutionalize user-producer dialogues and increase advocacy related to gender data to increase the demand for statistics and strengthen its use in policy formulation, planning, resource allocation, and M&E.

iv.   NSA and MGEPESW to advocate for and support the prioritization and earmarking of financial resources for gender data in OMAs.

v.   There is a need for NSA to increase its support to statistical capacity-building across the NSS and, in particular, on gender statistics.

vi.   Review and update the institutional arrangements in ministries such as MSYNS and MGEPESW in support of increased research and gender data production and use.

vii.   Build on the gender policy coordination mechanism to improve coordination of gender statistics in Namibia.

viii. Use the NQAF to systematically evaluate and improve administrative data sources.

4.3   Data production

Key findings

Namibia is implementing a range of census and household-based sample surveys that provide an important pool of information to produce gender statistics in the country. Several key surveys for gender statistics such as the Namibia DHS are carried out irregularly and with long intervals between them and other key gender data collections such as a dedicated time use survey and VAW survey have never been executed.

The regular availability of indicator data for assessing the national, regional, and international treaty gender reporting requirements remains a challenge. The COVID-19 pandemic has hindered data collection and significantly disrupted the regular survey schedule. In addition to the Population and Household Census 2021 that has now been postponed to 2023, several household surveys that provide key gender data e.g., the LFS and NHIES have also been affected.

With regards to administrative records from line ministries, no study has been undertaken to assess to what extent these databases have been optimally engendered or assess their quality (besides the CRVS). Namibia is still battling with an underdeveloped and poorly maintained IT infrastructure to digitize its data collection processes and several OMAs do not have a fully functioning IMS.

Recommendations

i.   Develop a NGIF which considers national, regional, and international reporting requirements.

ii.   Revise survey questionnaires and administrative data systems to make them more gender-responsive by including all gender disaggregating elements to respond to gender statistics indicators. Implementing the recommended changes may require additional financial resources and take time as these systems are quite complex at the back end.

iii.   Broaden the data ecosystem by exploring the inclusion of data generated by CSOs and the private sector in VNR and national reporting provided that the quality dimension is addressed.

Data from non-traditional data sources such as citizen-generated data can be complementary to official data and enrich data ecosystems and national reporting.

iv.   Even though Namibia is seemingly doing well in basic SDG reporting (barring the old data), existing data sources do not cover many indicators well as some of their dimensions (disaggregation by sex, age, disabilities, occupation, etc.) are not captured, or existing data is not systematically compiled. This is evidenced by the relatively limited availability (41%) of the 122 gender responsive indicators monitored by UN Women across all goals.

v.   Strengthen the technical capacity of the NSS to implement the surveys needed to produce gender-related statistics indicators.

vi.   Implement key gender surveys such as a GBV prevalence survey and a time use survey to respond to the data needs for policies and planning.

vii. Carry out an in-depth analysis of existing datasets of already implemented surveys to increase the understanding of gender dynamics in the country. An example is the previous Agricultural Census which can be analyzed further from a gender perspective to start off a new time series once the next Agricultural Census is conducted;

viii Government and development partners need to commit the necessary financial resources to conduct key surveys such as the LFS and NHIES on a regular basis.

ix.   Consider and use the data gaps identified in data sources as the basis for starting a planning process to strengthen the gender statistical system.

x.   Train producers to link census data through modelling to household sample surveys for a more in-depth gender analysis.

xi.   Apply the NQAF to more administrative datasets to improve their quality.

xii. Several administrative data sets e.g., EMIS and HEMIS, which contain some sex-disaggregated data, can be explored more from a gender perspective to produce regular gender fact sheets.

4.4   Use, access, and dissemination processes

Key findings

Efforts have been made to improve the availability of gender statistics indicators in the NSS. However, NSA has never published a dedicated report comparing the situation of women or men nor have they produced gender-specific publications. While users consider the available gender statistics as relevant for planning and policy-making, their timeliness rating of 2, which indicates that NSA does not produce gender statistics data at regular-enough intervals to meet the needs of users, needs to be addressed..

Even though users are consulted during the household survey production cycle, the institutionalization of user-producer dialogues around the production and use of gender data need more work and investment. The uptake and use of gender data will be facilitated by introducing more user-friendly visualizations and knowledge products that draw the attention to key gender findings as well as highlight policy links. Academia and CSOs can make a significant contributions towards gender policy research using both official and citizen-generated data. User satisfaction surveys are not done regularly.

NSA has a good website and survey data and reports are readily accessible to users. Once more gender data is produced, the establishment of a dedicated webpage on gender statistics should be considered. There are some problems with regards to the accessibility of data, especially data produced by OMAs. Data requests take too long to complete, and the required data is not always available. In this respect, MoHSS and MEAC are considered more responsive partly because of their good data systems.

Recommendations

i. More time and resources need to be invested at all levels of government and society to strengthen the required skills for the uptake and use of data and on the general promotion of evidenced-based decision-making. More basic gender literacy training should be provided to the media and more attention should be paid to presenting data in user-friendly formats such as policy briefs, fact sheets, and infographics.

ii. The implementation of the X-road data exchange initiative needs to be sped up and supported. This will not only reduce some of the current access problems experienced by administrative data users but will also enlarge the pool of available variables for disaggregation and analysis across OMAs.

iii. Existing data sets should be analyzed from a gender perspective to make data more accessible and meet user needs. Examples of data sets that can be mined from a gender perspective include the Agriculture Survey/Census and NIDS 2016. The regular publication of gender fact sheets based on administrative data sets such as EMIS, HEMIS, and DHIS should also receive consideration.

iv. NSA and MGEPESW should strengthen partnerships with academic institutions to promote gender data use in policy research.

v. Gender data users suggest that the following gender data collections be prioritized: labor mobility, unpaid care work, working conditions of domestic workers, GBV (including rape), human abuse and victimization, harmonization of different systems, violence against school children, family development/family set-up, gender-responsive budgeting.

vi. The institutionalization of user-producer dialogues will help to improve communication and exchange between users and producers and improve uptake and use by increasing the relevance and timeliness of data production. It is also important that user-producer dialogues be re-instituted.

4.5   Closing remarks

The critical data and capacity gaps identified in this assessment affect the country's ability to plan, develop strategies, allocate resources, and monitor and evaluate progress towards achieving gender equality and women's empowerment targets. The recommendations of this report should therefore be considered as the basis for starting a planning and resource allocation process to strengthen the gender statistics system in Namibia.

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Annexes

Annexure 1: Implementation Road Map

Key Recommendations from the Gender statistics assessment in Namibia - validated at the stakeholder's workshop, Hilton hotel, 30 November 2022

	Recommendation	Short, medium, or long term	Expected year of implemen- tation	Who is responsible
A	Normative frameworks and production environment			
A1	Develop a **Gender Statistics Sector Plan** and align national normative frameworks and practices to the UNECA guidelines of good practices in gender statistics.	Short term	2023 FY	MGEPESW
A2	Formulate and adopt a **National Gender Statistics Indicator Framework** that could be used to track the implementation of national and international gender objectives and targets;	Short Term	2023FY	NSA
A3	Use the existing **Gender Coordination Mechanism in Government** to coordinate the production and dissemination of gender statistics.	Continuous	Starting from 2023 FY	MGEPEWS
A4	NSA, MGEPESW strengthen the coordination mechanism to advocate for and support the prioritization and earmarking of **financial resources for gender data** in OMAs.	Continuous	Starting from 2023FY	MGEPESW/ NSA
A5	Provide support for the review and **update the Institutional Arrangements in MGEPESW and** relevant **OMAs** in support of increased research, gender data production and use.	Long term	2025FY	MGEPESW and Relavant OMAs as identified
A6	There is a need for NSA to increase its support to **statistical capacity building across the NSS** and more particularly on gender statistics.	Continuous	2023FY	NSA
A7	Use the **NQAF** to systematically evaluate and improve the quality of **administrative data sources**.	Continuous	2023FY	NSA

	Recommendation	Short, medium, or long term	Expected year of implemen-tation	Who is responsible
B	Data production and availability			
B1	Revise the Household **survey questionnaires and administrative data systems** to make them more gender-responsive by including all gender disaggregating elements to respond gender statistics indicators;	Continuous	2023 FY	NSA
B2	Broaden the data ecosystem by exploring the **inclusion of data generated by CSOs and the private sector** in Voluntary National Review and national reporting. Data from non-traditional data sources such as **citizen generated** data can be complimentary to official data and enrich data ecosystems and national reporting.	Continuous	2025 FY	NSA
B3	Use the National Indicator Framework once developed (proposed under A) to identify the gender data gaps and **develop a plan** to systematically close those gaps more specifically.	Medium	Starting 2024 FY	NSA in partnership with MGEPESW and other OMAs
B4	Strengthen the **technical capacity of the NSS** to implement the surveys needed to produce gender-related statistics indicators.	Continuous	Starting 2024 FY	NSA
B5	Implement key and never previously conducted gender surveys such as a **Time-use survey** to respond to the data needs for policies and planning.	Medium	Starting 2025 FY	NSA
B6	The Government of Namibia and Development Partners need to commit the necessary **financial resources** to conduct key surveys such as the LFS, DHS, NHIES and NAMWAYS on a regular basis.	Continuous	Starting 2024 FY	NPC
B7	Do an **in-depth analysis of existing datasets** of already implemented surveys to increase the understanding of Gender dynamics in the country. An example is the previous agricultural census which can be analyzed further from a gender perspective to start of a new time series once the next agricultural Census is conducted;	Medium	Starting 2025 FY	NSA
B8	Consider and use the **data gaps identified** in the data sources as the **basis for starting a planning process** to strengthen the gender statistical system.	Short-term	FY 2024/2025	MGEPESW
B9	**Train producers to link Census data through modelling** to household sample surveys for a more in-depth gender analysis.	Longterm		NSA and Academia

	Recommendation	Short, medium, or long term	Expected year of implemen-tation	Who is responsible
C	Use, access and dissemination processes			
C1	More time and resources need to be spent at all levels of government and society to strengthen the required skills for the uptake and use of data and on the general promotion of evidenced based decision-making.	Longterm	Starting 2023/24 FY	OMAs
C2	The **implementation of the X-road data exchange initiative** needs to be **sped up** and supported. This will not only reduce some of the current access problems experienced by administrative data users but will also enlarge the pool of available variables for disaggregation and analysis across OMAs.	Medium	ongoing	NSA and OPM
C3	The regular **publication of user-friendly gender fact sheets** based on administrative data sets such as for example the EMIS, HEMIS and DHIS should also receive consideration.	Short-term	Ongoing	OMAs
C4	NSA and MGEPESW need to **strengthen partnerships with academic institutions** to promote gender data use in policy research.	Continuous	Starting 2025/26 FY	NSA, MGEPESW, MHETI, Academia, Development partners
C5	Gender data users suggest that the following **new gender data collections be prioritized**: Labour mobility, unpaid care work, working conditions of domestic workers, GBV (including rape), human abuse and victimization, harmonization of different systems, violence against school children, family development/family set-up, gender responsive budgeting.	Continuous	Starting 2024/25 FY	NSA
C6	The institutionalization of **user producer dialogues** will help to improve communication and exchange between users and producers and improve uptake and use by increasing the relevance and timeliness of data production.	Continuous	Starting 2024/25 FY	NSA and MGEPESW
C7	Train the Media house on gender data literacy	Continuous		NSA

Annexure 2: PARIS21 Framework - Questionnaires A-D Capacity Development for Better Gender Statistics

Annex 2.1 –Questionnaire A

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the statistical capacity, enabling environment, and statistical production as well as coordinating mechanisms, and the use of gender statistics.

> ***Gender statistics*** *are defined by the sum of the following characteristics:*
>
> *(a)   Data are collected and presented by sex as a primary and overall classification.*
>
> *(b)   Data reflect gender issues.*
>
> *(c)   Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives.*
>
> *(d)   Data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.*
>
> *Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.*

This questionnaire should be completed by the gender statistics expert in close cooperation with the focal person from the gender statistics entity (e.g., NSO) and other relevant departments or ministries in the country's national statistical system. Other entities including mechanism for the advancement of women or gender equality, line ministries and any other relevant offices or agencies involved in the development of gender statistics at the national and international level may need to be consulted during the assessment process to assure that answers are complete.

Country:

Name:

Position:

Ministry/institution:

Sex (man/woman):

Email:

Legislation and policies

Regarding the promotion of gender equality and of women empowerment, please list any of the following that exist in or apply to your country:

constitutional provisions:

national laws:

international conventions and declarations—such as the Beijing Platform for Action or the Convention on Elimination of All Forms of Discrimination against Women (CEDAW)—to which your country is a signatory:

Please complete the table relating to laws or regulations governing the collection of gender indicators as well as the production and dissemination of gender statistics.

*Select all that apply **by double-clicking** the grey square and selecting "**Checked**") and list the titles of the documents where applicable.*

	Laws, regulations, or policies	Governing the coordination of gender statistics and/or gender statistical system	Governing the collection of gender-relevant data[1]	Governing the production of gender statistics[2]	Governing the dissemination of gender statistics	Title of the document (Please include a link if available)
☐	Statistics law	☐	☐	☐	☐	
☐	Statistics regulation	☐	☐	☐	☐	
☐	Statistical policies	☐	☐	☐	☐	
☐	National statistical action plan	☐	☐	☐	☐	
☐	Gender-related law	☐	☐	☐	☐	
☐	Gender-related regulations	☐	☐	☐	☐	
☐	Gender-related national action plan	☐	☐	☐	☐	
☐	Other, specify	☐	☐	☐	☐	

Note:

[1]" Collection of gender-relevant data" refers to the data collection operation undertaken by an official entity. Gender-relevant data include i) data disaggregated by sex, ii) data that cannot be sex-disaggregated but can be used to provide valuable information on the diversity of women and men by capturing all aspects of their lives (e.g., maternal deaths).

[2]" Gender statistics" refer to gender indicators and other information created because of the analysis and interpretation of gender-relevant data.

Does a national gender equality policy exist?
☐ No. *Go to question 8.*
☐ Yes. Please provide the title:
Reference Period:
Link:

Indicate whether this policy is endorsed by the government:
☐ No
☐ Yes

Does the national gender equality policy state the need for evidence-based gender statistics to monitor gender equality as a policy objective?
☐ No
☐ Yes*. Provide the specific text reference*:

Does it have a monitoring framework?
☐ No
☐ Yes*. Title of the framework:

Was the monitoring framework consulted with the NSO?

Share of gender-related indicators in the monitoring framework: _____ %

Does it have an institution in charge of monitoring?
☐ No
☐ Yes. *Institution in charge*: ▢

Is there a regulation specifying the establishment and tasks of a gender statistics entity in the national statistical system (for example a gender statistics focal point or unit/section/ department/division within the agency)?
☐ No.
☐ Yes. *Title of the regulation*: ▢
     Link or citation: ▢

Is there a separate gender statistics entity (within the NSO or elsewhere)?
☐ Yes, within the NSO
☐ Yes, elsewhere, within (*provide the name of the institution*) ▢

☐ No, gender statistics production is incorporated in the work of different units/sectors. In this case, does the regulation, which governs the work of the NSO, specify the NSO's tasks relating to gender statistics production and coordination?
☐ No
☐ Yes. *Title of the regulation*: ▢
Link or citation: ▢

Institutional setting and organisational design: gender statistics entity

If there is no separate gender statistics entity, questions 10-14 can refer to the gender statistics focal person(s)

Where is the gender statistics entity or focal person(s) located in the national statistical system?
Select one answer and provide its name
☐ Within the NSO. *Name:* ▢
☐ Within the ministry of women/gender or gender equality. *Name:* ▢
☐ Elsewhere. *Specify where:* ▢

When was the gender statistics entity created/appointed in the national statistical system?
Year: ▢

To whom does the gender statistics entity report within the organizational structure? *Select one answer*
☐ Directly to the chief statistician
☐ To another department/unit
☐ Elsewhere. *Specify where:* ▢

What are the main tasks of the gender statistics entity?
Select all that apply
☐ Compiling gender statistics and maintaining gender statistics databases
☐ Analysing data from a gender perspective
☐ Disseminating gender statistics via publications and/or a website
☐ Ensuring that gender perspective is addressed in all aspects of the statistics production within the NSO
☐ Integrating a gender perspective in statistics training or introducing statistics in gender training and awareness rising workshops; organising national training related to gender statistics
☐ Answering requests for gender statistics from national and international users
☐ Conducting methodological work (development of gender statistics, measurement issues, data collection methods)
☐ Coordination of an inter-agency committee that serves as a venue for discussion on gender statistics
☐ Other. *Specify:* ▢

If the gender statistics entity coordinates gender statistics production in the NSO, do the members of this entity also participate in the overall coordinating mechanism for official statistics? *This can refer to the participation in the inter-agency group on gender statistics, for instance.*
☐ Yes. *Provide examples:* ▯
☐ No. *Indicate why:* ▯

Funds infrastructure

Is there a dedicated budget specifically for gender statistics within the overall national budget for statistics (it can include the gender statistics entity operational costs)?
☐ No. *Go to question 17*
☐ Yes

Provide an estimated share of the overall national budget for statistics that is allocated specifically to gender statistics.
☐ %
Is it possible to verify disbursement and commitment? If yes, please provide estimated amount.
Disbursement: ▯
Commitment: ▯

In case there is no dedicated budget, are funds available for gender statistics activities on an ad-hoc basis?
☐ Yes. *Indicate what was the last activity funded:* ▯
☐ No

Are there criteria to deliberately include gender (statistics) in the national budgeting process for statistics?
☐ Yes
☐ No

Plans (NDP, NSDS, SMP, PRS)

Does the last and/or current National Development Plan include a section on gender equality and/or women's empowerment?
☐ No
☐ Yes. *Provide the titles of these documents and citations:* ▯

Did the past NSDS address the issues related to the development of gender statistics within the national statistical system (NSS)?
☐ No
☐ Yes. *Provide the titles of these documents and citations:* ▯

If the past NSDS addressed the issues relating to gender statistics, what was the share of gender-related activities in the NSDS or annual working plan with a secured budget ▯ %

Are there any other sanctioned strategies for developing gender statistics across the entire national statistical system (NSS) or regional/sectoral plans that include gender issues? *This could include for example a statistical master plan (SMP) or Poverty Reduction Strategy (PRS).*
☐ No
☐ Yes. *Please list all, specifying the ministry responsible for the overall coordination and the role of the NSO in its realisation:* ▯

Donor support

Did your NSO receive technical, financial, or other input from donors for the gender statistics production of publications?
☐ No
☐ Yes. *Specify*: ▯

type of support (*technical, financial*): �

time: ▢box

name of data collection/ statistics/publication: ▢box

Coordinating mechanism in the national statistical system (NSS)
Do the following line ministries or agencies collect gender-specific data?
This includes both sex-disaggregated data as well as gender-specific data without sex-disaggregation (relating to women/men only). Provide actual names of analogous ministries:
☐ Ministry of agriculture ▢box
☐ Ministry of commerce (or trade) ▢box
☐ Ministry of education ▢box
☐ Ministry of equal opportunity ▢box
☐ Ministry of health ▢box
☐ Ministry of labour (or employment) ▢box
☐ Ministry of local governments ▢box
☐ Ministry of planning ▢box
☐ Ministry of social inclusion or social development ▢box
☐ Ministry of women (or gender/or gender equality) ▢box
☐ Other. *Specify:* ▢box

Are key actors for the development of subnational gender statistics involved at national-level discussions?
☐ No
☐ Yes. *Specify which actors and describe their coordinating role:* ▢box

What is the role of the ministry of women/gender in the NSS?

Please select all that apply
☐ Production of main statistical output relating to gender statistics
☐ Compilation of gender statistics inputs from other agencies and/or administrative records from other data sources (CSOs, NGOs).
☐ Providing guidance, training on gender statistics
☐ Organisation of consultations among gender statistics producers and with users
☐ Advocating for the use of gender statistics
☐ Lobbying for relevant programs and bills related to gender statistics
☐ Funding of gender data collection operations
☐ Other *Specify:* ▢box

Are there any other agencies in the NSS that are involved in the coordination of gender statistics?
☐ No
☐ Yes. *Specify which agencies and describe their coordinating role:* ▢box

Referring to the coordination of gender statistics production the NSS, indicate if these problems occur:
Please select all that apply
☐ There are no gender statistics-related provisions in the statistics law.
☐ There is no regulation specifying collections of gender information.
☐ Existing regulations restrict the exchange of data between institutions.
☐ Regulations governing the production of gender-related data specify similar data collections in two or more institutions.
☐ Gender aspects are not represented in the Statistics Board, Advisory Group, or similar entity (whether in terms of membership or scope of the agenda)
☐ Other. *Specify:* ▢box

Existing data

Have data needs for monitoring of implementation of international agreements (CEDAW, Beijing platform for Action, SDGs) been systematically integrated in the official data systems? *This mainly refers to the existence of indicator frameworks to monitor the implementation of these agreements.*

☐ No. *Indicate why:* ▭

☐ Yes. *Please provide examples of their integration in the data collection system (no need to specify individual indicators here):* ▭

Which of the priority gender-sensitive statistical data collections or operations will the NSO undertake in the next 3 years?
Select all that apply

☐ Violence against women survey

☐ Time-use survey

☐ Social institutions and gender index survey (SIGI)

☐ Reviewing household survey with a gender perspective

☐ Other. *Specify:* ▭

☐ None of them. *Specify why:* ▭

Over the past 3 years, have there been any special modules of household surveys focussing on gender issues?

☐ No

☐ Yes. *Provide examples:* ▭

Have current/past data collection initiatives, methods and tools in different sectors been <u>analysed with a gender perspective</u>?

This could include for example looking at the intended use, evaluation questions, and indicators. The data collections focusing on gender should be designed to provide information about men and women as well as about different categories of women and men (e.g., by ethnicity, sexual orientation, age, class, caste, residence, and race).

☐ No. *Explain why:* ▭

☐ Yes. *Provide examples:* ▭

☐ Does not apply, *specify:* ▭

☐ What are the country's priority gender equality indicators? Please provide a name of the collection (e.g., SDG gender specific indicators, the Minimum Set of Gender Indicators, etc.
▭

Alternative data sources

The SDGs monitoring framework recognizes the importance of the use of alternative data sources for producing the indicators. Are there enabling policies that promote this?

☐ No

☐ Yes. *Provide the title of the policy:* ▭

What alternative data sources have been used to produce gender indicators in the past 3 years?
▭

Are there any plans to use such sources at least in the next 3 years?

☐ Yes

☐ No

Data literacy, knowledge sharing, communicating gender statistics

Are public information campaigns based on gender statistics being conducted?

☐ No. *Indicate why:* ▭

☐ Yes. *Describe all initiatives to disseminate gender-related information in mass media and other means over the past 3 years:* ▭

Are any gender experts consulted/involved in production of gender statistics to benefit from their expertise?

Complete the following table

Yes	Experts from	Form of consultations (e.g., meetings, workshops, formal advisory committees)	Frequency of consultations (e.g., regular, ad-hoc)
☐	Ministries		
☐	Parliament		
☐	NGOs, CSOs		
☐	International organisations		
☐	Universities, research centres		
☐	Private sector		
☐	Media		
☐	Other, specify		

☐ There are no such consultations. *Indicate why:*

Is there a specific gender statistics program in official statistics training?
☐ No. *Indicate why:*
☐ Yes, organised by the NSO. *Specify for whom:*
☐ Yes, organised by (*specify the institution/organisation and the audience*):

Advocacy strategy
Are there any efforts made by the NSO/gender statistics entity to promote the use of gender statistics?
☐ No. *Indicate why:*
☐ Yes. *Provide examples:*

Are there any efforts made by the NSO/gender statistics entity to monitor the use of gender statistics?
☐ No. *Indicate why:*
☐ Yes. *Provide examples:*

Relationship between data producers

Please indicate whether the NSO/ministry of women works jointly with the specified ministry on the following activities for gender statistics.

Provide names of analogous ministries and check all that apply

Ministry	Setting priorities for data production	Data collection	Data analysis	Data dissemination	No collaboration	Form (Meetings, working groups, etc.)	Frequency of consultations
Ministry of agriculture	☐	☐	☐	☐	☐		
Ministry of commerce	☐	☐	☐	☐	☐		
Ministry of education	☐	☐	☐	☐	☐		
Ministry of gender/women	☐	☐	☐	☐	☐		
Ministry of health	☐	☐	☐	☐	☐		
Ministry of labour	☐	☐	☐	☐	☐		
Ministry of social inclusion or social development	☐	☐	☐	☐	☐		
Ministry of planning	☐	☐	☐	☐	☐		
Ministry of foreign affairs	☐	☐	☐	☐	☐		
Another agency/ministry, specify:	☐	☐	☐	☐	☐		
Activity in gender statistics not undertaken by NSO	☐	☐	☐	☐	☐		

Is there a data-sharing policy among different producers of gender statistics?
☐ Yes. *Indicate with which institution and what kind of data*
☐ No. *Indicate why*

Are classifications and definitions being harmonised among data producers?

Select all that apply
☐ Yes, to ensure compatibility of data.
☐ Yes, to minimize inconsistency and use a common language in defining and calculating indicators.
☐ No. *Indicate why:*

Relationship with users

Indicate main groups of gender statistics users in the country that you reach out to:

Describe other types of the user-producer dialogue if they exist. Indicate if they are useful and effective in identifying user needs.

Are there any other groups of potential gender statistics users to whom you would like to reach out?

[   ]

[   ]

Does your institution organise meetings with users <u>before a major survey</u> to identify their gender-specific needs?

Provide examples of such meetings and indicate if there is any follow-up

[   ]

[   ]

Does the NSO conduct a User Satisfaction survey that enquires specifically about gender statistics produced by the NSO?
☐ Yes. *Specify when it was conducted and summarise the results:* [   ]
☐ No. *Indicate why:* [   ]

Does the NSO collaborate with a regional or international organisation in the following areas:

Select all that apply and provide the names of organisations
☐ Strengthening the gender statistical system or increasing gender-responsiveness of the NSS

[   ]

☐ Methodological feedback concerning gender statistics production [   ]
☐ Technical assistance for gender statistics [   ]
☐ Organisation of training related to gender statistics [   ]
☐ Other. *Please specify:* [   ]
☐ No, we do not collaborate with any regional or international organisation in the domain of gender statistics.

Data ecosystem coordination

Are there any partnerships or collaborations between NSS agencies and different data actors from the country's data ecosystem supporting the production and use of gender statistics?

Data actors can include the private sector, media, scientific community and academia, NGOs, or citizens' groups.
☐ No. Indicate why: [   ]
☐ Yes. Specify the type of actors and ways of collaboration/partnership: [   ]

Are they part of an inter-agency body on gender statistics? [   ]

Relationship with political authorities
Do procedures exist to report.
☐ Political or administrative pressure faced by the NSO when producing and disseminating statistical information?
☐ *M*isuse, abuse, or misrepresentation of gender statistics [   ]
☐ There are currently no such procedures

Stakeholders' interest

Do national gender statistics users (for example, ministries, media, or civil society organisations) see gender equality as a policy priority?

This may be reflected in civil society campaigns, advocacy initiatives aiming at eliminating violence against women, gender sensitive civil society coordination mechanisms or movements.
☐ Yes. *For example:* [   ]
☐ No. *Indicate why:* [   ]

Over the past year, have the non-governmental users of gender statistics (e.g., NGOs, media) approached the NSO for an intervention relating to gender statistics?

This may refer to a provision of specific statistics, organisation of data collection or methodological support.

☐ No

☐ Yes. *Specify the type of user:* ▭

Subject of their intervention: ▭

Frequency of their interventions: ▭

List all titles of data collection exercises or indicators relating to gender that have been compiled <u>at the request of users</u> over the past three years.

▭

▭

▭

Political support

Do you believe that <u>gender equality</u> is widely accepted as a policy objective by the government and the political arena?

This can be based on public declarations and campaigns.

☐ Yes. *Justify* ▭

☐ No. *Justify* ▭

Do you believe there is political support for the <u>development of gender statistics</u> at the national level?

This can be reflected by the trend in the breakdown of the NSO/NSS budget provided by government vs international aid, as a share of gender-related activities in the NSDS or as an annual working plan with a secured budget.

☐ Yes. *Provide examples:* ▭

☐ No. *Indicate why* ▭

Human resources

Specify the number of staff dealing with gender statistics. This can include:

Gender statistics-dedicated entity within the NSO

Full time ▭   Part-time ▭

In case there is no separate gender statistics entity, include gender statistics focal points in the NSO

Full time ▭   Part-time ▭

Gender statistics working/advisory groups

Full time ▭   Part-time ▭

Infrastructure

Does the gender statistics entity have a sufficient equipment (including, computers, printers, desks, database, estimation software, etc.) to perform its tasks?

☐ Yes

☐ No. *Indicate existing shortages* ▭

Does the NSO lay out a separate plan to secure funding for the activities related to gender statistics? *This can include budgeting, defining a timeline, identifying possible resources and funders, and the required actions and activities, such as negotiating with national authorities and/or external partners, foundations, or companies.*

☐ Yes

☐ No. *Indicate why:* ▭

Statistical production processes

Please indicate whether gender dimension was considered at each step of statistical production process in the NSO

Statistics production step	Yes	No	Example
Selection of topics			
Identification of data needed			
Evaluation of existing concepts, definitions, and methods			
Development of new concepts, definitions, and methods			
Development of the data collection instrument: (e.g., choice of unit of enumeration, survey design)			
Collection and processing of data			
Analysis and presentation of statistics in easy-to-use formats; dissemination			
Other			

Quality assurance

Over the past 3 years, has the NSO undertaken any assessments of its data production processes to see if they were gender-sensitive?

☐ Yes. *Describe the results:*

☐ No. *Indicate why there was no assessment:*

Have international standards and guidelines for gender statistics, such as definitions and classifications, data collection methods, question modules, estimation techniques, etc. been used in relevant sectors?

Select all that apply

☐ UN 2016 "Integrating a gender perspective into statistics"

☐ Guidelines on producing statistics on violence against women: statistical surveys

☐ International Classification of Activities for Time-Use Statistics 2016 (ICATUS 2016)

☐ Gender Statistics Handbooks. *Specify which ones:*

☐ Principles and Recommendations. *Specify which ones:*

☐ Other. *Specify:*

☐ None of them. *Specify why:*

Has an assessment of gender statistics quality been carried out in the past 3 years?

The assessment of quality could refer to gender verifying gender statistics' relevance, accuracy, timeliness and punctuality, accessibility, and clarity as well as comparability and coherence.

☐ No

☐ Yes. *Describe the results and provide a link if possible:*

If there was no assessment of gender statistics quality in the past, are there any plans for such an assessment?

☐ No

☐ Yes. I*ndicate when:*

Does the NSO/gender statistics unit monitor the quality and use of gender data from <u>administrative</u> sources?

☐ No

☐ Yes. *Describe these sources, the monitoring process and provide citations from regulations that establish this mandate:*

HR management

Does the NSO have any incentives in place to enhance the retention of gender statistics staff and reduce turnover?

Describe the incentives if applicable as well as staff turnover in the gender statistics entity over the last 12 months.

☐ No

☐ Yes. Incentives: ▨▨▨▨

Staff turnover: ▨▨▨▨

Does technical training of data producers at the NSO and ministry of women cover skills and knowledge relevant to gender equality and gender statistics?

☐ No

☐ Yes. *Provide examples:* ▨▨▨▨

If yes, is it considered in personal training/development plans?

☐ No

☐ Yes

Innovation

What changes or new tools have been introduced in the collection and/or compilation of gender-related data over the past 3 years?

Describe their impact and the results. For example, adding a list of activities to the labour force survey to cover unpaid work.

▨▨▨▨

▨▨▨▨

▨▨▨▨

Communication and transparency

If the NSO has a website, is there a dedicated gender statistics section?

☐ No

☐ Yes

Provide a link: ▨▨▨▨

Specify how often it is updated: ▨▨▨▨

Referring to published gender statistics (website or publications), are they accompanied by information on how to interpret them?

☐ No

☐ Yes. *List examples and provide links where possible:* ▨▨▨▨

What other ways of sharing gender statistics with the public exist? *Describe all other ways of gender statistics communication and provide titles of publications and copies where possible.*

▨▨▨▨

▨▨▨▨

▨▨▨▨

What should be done to improve availability, accessibility, and use of gender statistics? ▨▨▨▨

Strategic planning, monitoring and evaluation, change management

Do you consider that the environment of gender statistics production at the national level has changed in recent years?

☐ No

☐ Yes. *Indicate whether your institution has adapted and embraced these changes and provide examples:* ▨▨▨▨

Is there a strategic plan in the NSO directed at all sectors to integrate a gender perspective in all statistical processes?
☐ Yes. Pro*vide examples:* ▓▓▓▓▓▓
☐ No. *Indicate why:* ▓▓▓▓▓▓

Does the NSO plan to undertake any actions aimed at improving gender statistics? *Please check all t*hat apply
☐ Setting priorities
☐ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that employees of the agency/organisation are working toward common goals
☐ Undertaking multipronged interventions or programs, such as SPARS (Supervision, Performance Assessment, and Recognition Strategy).
☐ Other. Specify: ▓▓▓▓▓▓
☐ There is no such action planned. *Indicate why:* ▓▓▓▓▓▓

Has the NSO has undertaken the above-mentioned actions in the past 3 years. *Please check all that apply*
☐ Setting priorities
☐ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that the agency/organisation's employees are working toward common goals
☐ Undertaking multipronged interventions or programs, like for instance SPARS (Supervision, Performance Assessment, and Recognition Strategy).
☐ Other. Specify: ▓▓▓▓▓▓
☐ There is no such action planned. *Indicate why:* ▓▓▓▓▓▓

Are national policies being designed and evaluated through the analysis and use of gender statistics?
☐ Yes. *Provide examples:* ▓▓▓▓▓▓
☐ No. *Indicate why:* ▓▓▓▓▓▓

Compensation and benefits

Are there any rewards granted to employees of the gender statistics entity in return for their outstanding work and to motivate them to deliver their tasks?
☐ No
☐ Yes

Workplace politics and organisational culture

What is the approach of senior management towards coordination, production, communication, and use of gender statistics (in the NSS and in the NSO)? e.g., does senior management understand the need to integrate a gender perspective in sectors, or the role of gender statistics in the improvement of overall statistics? ▓▓▓▓▓▓

Impact of COVID-19 on statistical production

COVID-19 questions

Has the production of statistics in general been negatively affected by COVID-19?
☐ No
☐ Yes
☐ Do not know

If yes, please indicate how statistical production has been affected by ticking the applicable options:
☐ Availability of statistics has decreased
☐ The quality of the data has decreased
☐ The production of statistics has been delayed and it is available later than usual/needed
☐ The costs of producing statistics have increased

☐ Resources available to produce statistics have declined
☐ The production of statistics has been delayed and it is available later than usual/needed
☐ Other. Specify: ▬▬▬▬▬

What could be done to restore the production and dissemination of statistics affected negatively by Covid-19 in your institution?

Has the production of gender statistics been negatively affected by COVID-19?
☐ No
☐ Yes
☐ Do not know
If yes, please indicate how gender statistics have been affected by ticking the applicable options:
☐ Availability of statistics has decreased
☐ The quality of the data has decreased
☐ The production of statistics has been delayed and it is available later than usual/needed
☐ The costs of producing statistics have increased
☐ Resources available to produce statistics have declined
☐ The production of statistics has been delayed and it is available later than usual/needed
☐ Other. Specify: ▬▬▬▬▬

Please list the specific kinds of gender statistics that have been negatively affected by COVID-19

What could be done to restore the production and dissemination of statistics affected negatively by Covid-19 in your institution?

Annex 2.2. Questionnaire B - Short Module for gender focal points

Capacity Development for Better Gender Statistics

Questionnaire for the Gender Statistics Focal Points

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the national statistical capacity as well as coordination mechanisms, data collection and the use of gender statistics.

This questionnaire collects information on the statistical capacity of staff responsible to produce gender statistics in the NSO and the ministry of women/gender. All individual information collected in this questionnaire will be treated with confidentiality. Only the aggregate/summary of information will be presented to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with the national statistical office.

> *Gender statistics* are defined by the sum of the following characteristics:
>
> (a)   Data are collected and presented by sex as a primary and overall classification.
>
> (b)   Data reflect gender issues.
>
> (c)   Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives.
>
> (d)   Data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.
>
> Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.
Country:
Ministry/institution:
Name (*optional*):
Position (*optional*):
Sex (man/woman):
Email (*optional*):
Date:

Professional background
1. How many years of experience in the field of gender statistics do you have?
2. How do you perceive the adequacy of your technical skills and knowledge for producing gender statistics?

Strategic networking and communication
3. How many genders statistics-related professional meetings, workshops/training events have you attended during the last 12 months? These include both national and international events.
   Number:
   Examples:

4. Over the last 12 months, have you prepared any report or presentation on gender statistics and released or presented it in any of the following:

   C*heck all that apply by double-clicking in the squares and provide information in the grey rectangle*):

   ☐ The website of the national statistical office. *Please provide a link, if possible:* ▭

   ☐ The website of the Ministry of ▭. *Please provide a link, if possible:* ▭

   ☐ Regional forum. *Please provide title and date:* ▭
   ☐ National forum. *Please provide title and date:* ▭
   ☐ International forum. *Please provide title and date:* ▭

5. Over the last 12 months, have you represented your institution in a regional or international meeting related to gender statistics? (In case you delegate your staff to such meetings, has any of your staff been designated to participate in a regional or international meeting related to gender statistics?)

   ☐ Yes. Please provide title and date: ▭
   ☐ No. Indicate why: ▭

6. Are you invited to management or high-level meetings at your institution to provide insights about gender statistics?

   ☐ Yes. Please provide examples: ▭
   ☐ No. Indicate why ▭

Leadership

7. Over the past 3 years, have you (co-)organized a gender related meeting/workshop, which included external stakeholders (national or international)?

   ☐ Yes. *Please provide examples:* ▭
   ☐ No. *Indicate why:* ▭

Teamwork and collaboration

8. Have you collaborated with another division within your institution on gender statistics production, over the past year?

   ☐ No. Indicate why: ▭
   ☐ Yes. Please provide examples of success stories or challenges that you might have encountered: ▭

9. Do you think that teamwork and collaboration are valued and encouraged in your team?

   ☐ Yes. *Please provide examples and indicate whether this approach is valid only for your team or for your institution as a whole:* ▭
   ☐ No. *Indicate why:* ▭

Time management and prioritization

10. Are gender statistics-related tasks explicitly recognized and defined in your individual work plan?

    ☐ Yes. Please provide examples: ▭
    ☐ No. Please explain your main area of work and how you became involved with gender statistics: ▭

Problem solving and creative thinking

11. What are the three most challenging tasks in your assigned functions relating to gender statistics? *Please provide examples and indicate how you address them*

    a. ▭
    b. ▭
    c. ▭

Self-motivation

12. Please select one answer that best describes your approach to your tasks related to gender statistics:

☐ Dealing with statistics specific to gender **increases** my work satisfaction and self-motivation.

☐ Dealing with statistics specific to gender **has no impact** on my work satisfaction and self-motivation.

☐ Dealing with statistics specific to gender **has a negative impact** on my work satisfaction and self-motivation.

Career expectations and income

13. Consider your assigned functions related to gender statistics and select all that apply:

 a) Your career opportunities:

☐ This work puts me in an unfavorable position, in terms of career development in my institution

☐ This work has no impact on my career opportunities

☐ This work gives me more visibility and provides more career opportunities

b) Your salary:

☐ This work has a negative impact on my salary (as compared to work in other sectors of the same institution)

☐ This work has no impact on my salary

☐ This work has a positive impact on my salary (as compared to work in other sectors of the same institution).

Gender statistics use

14. What were the last gender statistics that you quoted or referred to at work? *Please provide examples:* ▒▒▒▒▒▒▒

15. Which presentation of gender statistics do you find the most useful for your work?
Select all that apply

☐ Graphs/infographics

☐ Reports/articles

☐ Videos

☐ Press conference/fora

☐ Others. Please specify: ▒▒▒▒▒▒▒

16. Which topic relating to gender statistics would you like to learn about:
Select all that apply

☐ Basic concepts relating to gender statistics, for example: ▒▒▒▒▒▒▒

☐ Statistical coordinating mechanisms and tools to promote an effective and well-coordinated gender statistical system, for example: ▒▒▒▒▒▒▒

☐ Collection of gender-specific information using surveys, for example: ▒▒▒▒▒▒▒

☐ Collection of gender-specific data using administrative sources, for example: ▒▒▒▒▒▒▒

☐ Production of specific gender indicators, for example: ▒▒▒▒▒▒▒

☐ Ways of presenting gender information to users, for example: ▒▒▒▒▒▒▒

☐ Ways of analyzing gender statistics, for example: ▒▒▒▒▒▒▒

17. In your opinion, what are the most important gender issues/problems in your country that need further exploration in terms of data collection or communication?

a. ▒▒▒▒▒▒▒

b. ▒▒▒▒▒▒▒

c. ▒▒▒▒▒▒▒

A.   Annex 2.3. Questionnaire C - Short Module for the ministries

Capacity Development for Better Gender Statistics

Questionnaire for the ministries

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the national statistical capacity as well as on coordination mechanisms, data collection and the use of gender statistics.

This questionnaire collects information on gender statistics produced by different ministries/institutions as well as on the overall coordination of gender statistics production and use. Individual responses will not be published. Only the aggregate/summary of the answers will be presented and used to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with the national statistical office.

 After the questionnaires are collected, all respondents will be invited to a workshop to validate the summarized results of the assessment.

> *Gender statistics* *are defined by the sum of the following characteristics:*
>
> *(a)   Data are collected and presented by sex as a primary and overall classification.*
>
> *(b)   Data reflect gender issues.*
>
> *(c)   Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives.*
>
> *(d)   Data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.*
>
> *Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.*

Individual answers will not be published.

Country: ▢
Ministry/institution: ▢
Your name: ▢
Position: ▢
Email: ▢
Sex (woman/man): ▢

Collaboration between data producers

1) When collecting sex-disaggregated data or other gender-related information, on which of the following tasks does your institution cooperate with the **NSO**?

    Select all that apply and provide examples of collaboration. To select an answer, double-click on the grey square
    ☐ To compile data
    ☐ To consult definitions/concepts/methodologies for data collection
    ☐ To set priorities for data collection
    ☐ To verify the quality of data collected
    ☐ To analyses data
    ☐ To disseminate statistics
    ☐ There is no collaboration. *Please indicate why:* ▢

2) When collecting sex-disaggregated data or other gender-related information, do you also **collect** information that can identify vulnerable **sub-groups of women**? Please indicate which ones are applicable.

☐ Disability
☐ Age
☐ Socio-economic status
☐ Ethnicity
☐ Rural/Urban
☐ There is no additional information on intersectionality.
Please indicate why: [ ]

3) When collecting sex-disaggregated data or other gender-related information, do you also **publish** information that can identify vulnerable **sub-groups of women**? Please indicate which ones are applicable.

☐ Disability
☐ Age
☐ Socio-economic status
☐ Ethnicity
☐ Rural/Urban
☐ There is no additional information on intersectionality.
Please indicate why: [ ]

4) Do you cooperate with **other ministries or agencies** to coordinate gender statistics production or dissemination?

☐ Yes*. Please provide the name of the entity and describe the form of collaboration* [ ]

☐ No*. Please indicate why:* [ ]

Use of gender statistics

5) Does your institution use gender statistics produced by the NSO/other ministries /other agencies? *Select one answer:*

☐ We never use gender statistics. *Please indicate the reason:* [ ]

☐ We use gender statistics published by the NSO/ other ministries /other agencies. *Please specify the source institution, type of statistics, the frequency and how they are used by your institution*

Source Institution	Topic	Frequency of use	How they are used by your institution

6) In case you use the gender statistics produced by the NSO, please assess the quality of these in terms of:

Select one answer in each category and specify where applicable

O   Relevance:
☐ Gender statistics fully meet our needs
☐ Gender statistics partially meet our needs, because (specify) [ ]
☐ Gender statistics do not meet our needs, because (specify) [ ]
☐ I do not know

O   Accuracy:

- ☐ Gender statistics correctly estimate or describe the characteristics they are designed to measure
- ☐ Gender statistics do not correctly estimate or describe the characteristics they are designed to measure, for example: ▭
- ☐ I do not know

O Timeliness:
- ☐ The timeliness of gender statistics is satisfactory
- ☐ The timeliness of gender statistics could be improved, for example: ▭
- ☐ I do not know

O Accessibility of data:
- ☐ Gender statistics are easily accessible on the NSO website
- ☐ Gender statistics can be easily requested and obtained from the NSO
- ☐ Gender statistics needed are not easily accessible, for example: ▭
- ☐ I do not know

O Coherence:
- ☐ Data are coherent within datasets, across datasets, and over time
- ☐ Data are not always coherent within datasets, across datasets, and over time, for example: ▭
- ☐ I do not know

7) Please indicate whether you have used the following information relating to gender statistics published by the NSO:
    Select all that apply

- ☐ Metadata (definition, source, unit, method of computation). Indicate how do you access it and how often: ▭
- ☐ Methodologies of surveys or censuses. Indicate how do you access it and how often: ▭
- ☐ Other informative material. Indicate what kind of material, how do you access it and how often: ▭
- ☐ None of the above.

8) For what purpose do you use national gender statistics?
    Select all that apply
- ☐ I do not use gender statistics
- ☐ Analysis of current developments for short-term decision-making, for example: ▭
- ☐ Analysis of trends for longer-term policy formulation, for example: ▭
- ☐ Targeting beneficiaries and programmers, for example: ▭
- ☐ Research purposes, for example: ▭
- ☐ General economic information, for example: ▭
- ☐ Other. *Please specify:* ▭

9) What could be done to improve availability, accessibility, and use of gender statistics in your institution? ▭

Impact of COVID-19 on statistical production

COVID-19 questions

10) Has the production of statistics in general been negatively affected by COVID-19?
    ☐ No
    ☐ Yes
    ☐ Do not know

11) If yes, please indicate how statistical production has been affected by ticking the applicable options:
    ☐ Availability of statistics has decreased
    ☐ The quality of the data has decreased
    ☐ The production of statistics has been delayed and it is available later than usual/needed
    ☐ The costs of producing statistics have increased
    ☐ Resources available to produce statistics have declined
    ☐ The production of statistics has been delayed and it is available later than usual/needed
    ☐ Other. Specify: ▢▢▢▢

12) What could be done to restore the production and dissemination of statistics affected negatively by Covid-19 in your institution?

13) Has the production of gender statistics been negatively affected by COVID-19?
    ☐ No
    ☐ Yes
    ☐ Do not know

14) If yes, please indicate how gender statistics have been affected by ticking the applicable options:
    ☐ Availability of statistics has decreased
    ☐ The quality of the data has decreased
    ☐ The production of statistics has been delayed and it is available later than usual/needed
    ☐ The costs of producing statistics have increased
    ☐ Resources available to produce statistics have declined
    ☐ The production of statistics has been delayed and it is available later than usual/needed
    ☐ Other. Specify: ▢▢▢▢

15) Please list the specific kinds of gender statistics that have been negatively affected by COVID-19

16) What could be done to restore the production and dissemination of statistics affected negatively by Covid-19 in your institution?

B. Annex 2.4. Questionnaire D - Short Module for gender statistics users

Capacity Development for Better Gender Statistics

Questionnaire for gender statistics users

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the national statistical capacity as well as on coordination mechanisms for data collection and the use of gender statistics.

This questionnaire collects information on the use of gender statistics produced by the national statistical system. Individual responses will be treated with confidentiality. Only the aggregate/ summary of the answers will be presented and used to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with the national statistical office.

> *Gender statistics* are defined by the sum of the following characteristics:
>
> (a)   Data are collected and presented by sex as a primary and overall classification.
>
> (b)   Data reflect gender issues.
>
> (c)   Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives.
>
> (d)   Data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.
>
> Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.

Country: ▢

Representing:

☐ **Parliament**
☐ **Civil Society Organizations**
☐ **Media**
☐ **Academia**
☐ **Private sector**

Name: ▢

Position: ▢

Institution/organization/company: ▢

Sex (woman/man): ▢

Email: ▢

1) Have you used gender statistics produced by the national statistical office (NSO)/ ministries/ other agencies in the last three years?
   Select one answer (double-click the grey square and select "Checked" under "Default value")
   ☐ Yes. Please describe the purpose ▢ (then go to Q1a).
   ☐ No (then proceed to Q3)

a) How often do you use gender statistics?

☐ I often use gender statistics. I use them for:

Select all that apply

☐ Analysis of current developments for short-term decision- making, for example:

▢

☐ Analysis of trends for longer-term policy formulation, for example: ▢

☐ Monitoring of existing government policies, for example: ▢

☐ Highlight gender issues, for example: ▢

☐ Targeting beneficiaries of programmers, for example: ▢

☐ Research purposes, for example: ▢

☐ Other, specify: ▢

☐ I rarely use gender statistics. *Why?*

Select all that apply

☐ They are not relevant to my work.

☐ I do not know if they are available/they are difficult to find.

☐ They are not reliable.

☐ They are not thoroughly explained in available reports.

☐ My office does not have staff that can understand and use gender statistics.

☐ Other, please specify: ▢

b) Where do you get the gender statistics that you use?

☐ NSO or other office of the government

☐ International organizations

☐ Media

☐ Other, please specify: ▢

2) How would you rate the available gender statistics in the country in terms of (with 5 as the best score)?

Please put an "X" under the selected score

Characteristic	Definition	Rating				
		1	2	3	4	5
1. Relevance	The available gender statistics can serve as useful input for planning and policy-making.					
2. Accuracy	The available gender statistics reflect the true situation of women and men in the country.					
3. Timeliness	The frequency and timing of gender statistics and its release are just in time for planning and policy purposes.					
4. Accessibility	Gender statistics are easily accessible from websites or publications.					
5. User-friendliness	The available reports or press releases on gender statistics are understandable.					

3) Did you participate in a training on gender or on gender statistics in the past?

☐ Yes, please specify the topic: ▢

☐ No

4) Would you or your staff be interested in attending a training on understanding gender statistics?
☐ Yes, I will appreciate an invitation.
☐ No. Please explain why: ▨▨▨▨

5) Would you or your staff be interested to attend a dissemination forum on gender statistics organized by the NSO following a release of data?
☐ Yes, I will appreciate an invitation.
☐ No, it is not relevant to our work

6) Would you like to receive regular information from the NSO on new releases of gender statistics?
☐ Yes, I/my office will appreciate the information.
☐ No, it is not relevant to our work

7) Please provide an example of the successful use of gender statistics and the impact it created: ▨▨▨▨

8) Are there any topics/subjects that require more coverage in terms of gender statistics currently published? *Please specify*
O ▨▨▨▨
O ▨▨▨▨
O ▨▨▨▨

9) Only for organizations/companies that collect gender-specific data: please indicate whether your organization collects gender-specific information:
Topic: ▨▨▨▨
Frequency: ▨▨▨▨
Geographical coverage: ▨▨▨▨
Other characteristics: ▨▨▨▨

Annexure 3: National Gender Policy Indicator Framework

Indicators on Gender Equality and Women's Empowerment

	INDICATORS	Data source	Available-yes/no	Problems related to the indicator if any
POLICY AREAS OF CONCERN				
1. Poverty and rural development				
1	Proportion below poverty line by sex of household Head			
2	Proportion accessing basic services by sex	Namibia Household Income and Expenditure Survey (NHIES 2015/16)	Yes	Basic services need to be specified. Thus far the source has access to health facility, public transport, market, school, university, Bank, post office, police station as "basic services".
3	Access to potable water (% households covered)	Census 2011/ NIDS 2016	Yes	
2. Gender, Education and Training				
4	Proportion of girls completing tertiary education	Census 2011/ NIDS 2016	Yes	Age of girls should be specified
5	Proportion of girls completing vocational education	Census 2011/ NIDS 2016	Yes	Age of girls should be specified
6	Proportion of girls completing secondary-education	Census 2011/ NIDS 2016	Yes	Age of girls should be specified
7	Proportion of girls completing primary education	Census 2011/ NIDS 2016	Yes	Age of girls should be specified
3. Gender, Reproductive Health and HIV & AIDS				
8	HIV prevalence rate (% of pregnant women)			
9	Maternal mortality rate	Census 2011	Yes	
10	Infant mortality	Census 2011	Yes	
11	Contraceptive-use rate, including condom-use			
4. Gender based Violence				
12	Prevalence/incidence of GBV			
13	Percentage who received protection services, by sex			
5. Gender, Trade and Economic Empowerment				
14	Proportion of population owning land, by sex	NHIES 2015/16	Yes	
15	Proportion of population accessing and utilising credit schemes	Financial Inclusion Survey (NFIS 2017)	Yes	
16	Percentage of women in employment, both wage- and self-employment, by type.	Namibia Labour Force Survey 2018 (LFS 2018)	Yes	No data (salary/wage) collected for self employed, only for employees.

	INDICATORS	Data source	Available-yes/no	Problems related to the indicator if any
	6. Gender, Governance and Decision-making			
17	Proportion of women in politics, decision- making and managerial positions (Government, NGOs, private, parastatal and traditional authority)	LFS 2018	Yes	Some of the managerial postions in other sectors are not well classified. For example, a Manager in Statistics, will only appear under 'Mathematics and Statistics' discipline and not in the general manager category.
	7. Gender, Media, Information and Communication			
18	Percentage of women in media organizations			
	8. Gender and the management of the environment			
19	Proportion of women in managerial positions, environment institutions and Boards.	LFS 2018	Yes	Sectors need to be well specified.
	9. The girl-child			
20	Prevalence of teenage pregnancies			
	10. Gender, Legal Affairs and Human Rights			
21	Percentage of women girls accessing protection services			
22	Percentage of women aware of their rights			
	11. Peace-building and natural disasters			
23	Percentage of women in managerial positions in Defense and Protection services	LFS 2018	Yes	
24	Percentage of peace-building institutions and committees			
	12. Gender Equality in the family context			
25	Average child maintenance award amounts	NHIES 2015/16	Yes	
26	Percentage of women receiving inheritance from deceased spouses			