MOZAMBIQUE NATIONAL GENDER STATISTICS ASSESSMENT

UN WOMEN

WOMEN COUNT

Mozambique National Gender Statistics Assessment

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Abbreviations and Acronyms

ACE	African Charter on Statistics
ADAPT	Advanced Data Planning Tool
BdPES	Balance of Economic and Social Plan
BM	Bank of Mozambique
CECAGE	Center for Coordinating Gender Issues
CCRGP	Coordinating Council of General Population and Housing Census
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
CSE	Higher Council of Statistics
CSO	Civil Society Organizations
CTA	Confederation of Economic Associations of Mozambique
DHS	Demographic and Heath Survey
FPOS	Fundamental Principles of Official Statistics
GBV	Gender-based Violence
HIV/SIDA	Human Immunodeficiency Virus /Acquired Immunodeficiency Syndrome
HP	Harmful Practices
IFTRAB	Labour Force Survey
IMASIDA	Indicators of Immunization, Malaria and HIV/AIDS
INE	National Institute of Statistics
INSIDA	Indicators of Immunization and HIV/AIDS
IOF	Household Budget Survey
IPPFAR	International Planned Parenthood Federation Africa Region
IPEME	Institute for the Promotion of Small and Medium Enterprises
MADER	Ministry of Agriculture and Rural development
M&E	Monitoring and Evaluation Framework
MEF	Ministry of Economy and Finance
MICS	Multiple Indicator Cluster Survey
MCTES	Ministry of Science, Technology and High Education,
MCULTUR	Ministry of Tourism and Culture
MGCAS	Ministry of Gender, Child and Social Action
MIC	Ministry of Industry and Commerce
MINEDH	Ministry of Economic and Finance

MISAU	Ministry of Health
MOPHRH	Ministry of Public Work, Housing and Water Resources
MTA	Ministry of Land and Environment
MTSS	Ministry of Work and Social Security
NSDS	National Strategy for the Development of Statistics
NSS	National Statistical System
ODINE	Delegated Organ by INE to produce Official Statistics
PES	Economic and Social Plan
PE-SEN	Strategic Plan of the National Statistical System
PNAM	National Action Plan for the Advancement of Women
PQG	Government Five Years Programme
RBM	Result-Based Management
RGPH	General Population and Housing Census
SADC	The Southern African Development Community
SGBV	Sexual and Gender-based Violence
SDG	Sustainable Development Goals
SEJE	State Secretariat on Youth and Employment
SEN	National Statistical System
TOR	Terms of Reference
UJC	Joaquim Chissano University
UN	United Nations
UNCT	United Nations Country Team
UNDAF	UN Development Assistance Framework
UNDP	United Nations Development Program
UNSD	United Nations Statistical Division
UN Women	United Nations Entity on Gender Equality and the Empowerment of Women
UP	Pedagogical University
WEE	Women's Economic Empowerment

Executive Summary

Mozambique has committed to promote gender equality in all spheres of development of the country, by adopting a transversal approach to gender as an instrument of inter-sectoral coordination, to ensure gender equality and empowerment of women. This objective is in line with the various gender related international and regional commitments that the country has ratified, such as for example the Beijing Declaration, the United Nations Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), the Maputo Protocol and the 2030 Agenda for Sustainable Development (SDG).

Gender data and statistics are needed to successfully plan, develop strategies, allocate resources and track the implementation of programs in support of gender equality and women's empowerment. Furthermore, robust indicators and quality data are of critical importance to track the implementation of international and regional treaty obligations. It is essential that the National Statistical System (NSS) and the National Institute of Statistics (INE) have the necessary capacity in data collection, production, analysis, dissemination and use of gender statistics to generate sound evidence for measuring progress towards the national, regional and international targets of gender equality and women's empowerment.

Cognizant of these data and capacity challenges, UN Women's gender data programme, Making Every Woman and Girl Count (Women Count) is supporting AU member states to implement national, regional and international commitments to ensure that **"Gender disaggregated data is systematically collected, analysed and disseminated for policy formulation, planning, monitoring and evaluation"**.

The aim of this assessment is to identify normative framework, data and capacity gaps and constraints that create barriers to the systematic and sustainable production and dissemination of gender statistics at INE and line ministries in Mozambique. This diagnostic will form the basis for planning interventions and mobilize resources towards the development and strengthening of the gender statistics system in the country.

The assessment was conducted in a participatory manner, involving the country gender machinery through direct interviews (using the Paris 21 Framework prototype questionnaires) that have been adjusted to the Mozambican context as well as a desk review of key documents and reports.

This report summarizes the findings and recommendations of the assessment. The analysis is structured around the following five focus areas: (i) Enabling environment; (ii) Main sources of gender statistics; (iii) Gender statistics production; (iv) Coordinating mechanism; and (v) Use, access and dissemination processes.

Key Findings and Recommendations

Enabling environment

The findings related to enabling environment indicate that although the policy instruments recognize the need for evidence-based gender statistics to monitor gender equality goals, there are no laws or regulations governing explicitly the collection of gender-relevant data and production and dissemination of gender statistics. The actual national statistical legislation, in force since 1996 is found quite outdated and does not specify the establishment and tasks of a gender statistics entity in the national statistical system and does not fully capture the African Charter of Statistics.

The normative frameworks and organisational design of INE does not include a specific gender statistics entity/unit that specifically deal with gender statistics. The gender focal points within line ministries deal with gender issues in general and lack of capacity for production of gender statistics.

There are also no national or sectoral gender statistics strategies and plans nor a national minimum set of gender indicators, even though there are some that are being used for national monitoring and for regional and global reports.

Recommendations

- Take advantage of the intended revision of the legal framework of the National Statistical System to align it with the actual context, bringing explicitly the production and dissemination of gender statistics in both demographic, social and vital statistics as well as in economic statistics to the fore.

- Formulate and adopt a gender statistics indicator framework that could be used to track the implementation of national and international gender objectives and targets;

- Strengthen the capacity of National Statistical System and its governing body, INE as a fundamental requirement to have a solid statistical framework for the production and dissemination of gender statistics data and indicators in partnership with MGCAS; there is a need amongst other interventions for more dedicated and trained staff to produce gender statistics at INE and some of the line ministries.

- There is a need to align the national normative frameworks where they exist to the UNECA guidelines of good practices in gender statistics and develop a national and sector specific gender statistics strategies and plans.

- Gender statistics need to be elevated in national budgeting processes.

- Put normative frameworks and strategies in place around the modernization of statistical production in general and gender statistics in particular.

Main sources of gender statistics

The findings related to data sources indicate that Mozambique is implementing a range of Census and surveys that represent a vital pool of information to produce gender statistics in the country. Some of these data sources are limited in their ability to provide data disaggregated by all gender dimensions, others are not conducted on a regular basis and some gender indicators simply have no data sources. Administrative data exist is used and accessed for gender statistics purposes by some ministries, although its availability and use need to be expanded.

Recommendations

- Where applicable, revise the survey questionnaires to make them more gender-responsive by including all gender disaggregating elements to respond gender statistics indicators;

- Explore more in depth the datasets from the already implemented surveys to produce and publish gender statistics indicators based on the existing data;

- Implement additional data sources such as Time-use to respond to the data needs for some gender statistics indicators. In the short term the existing time use data that has never been implemented also need to be revisited to establish beyond doubt that the data is unusable.

- The administrative data systems need to be reviewed to ensure that they are adequately gender responsive.

- The government and development partners need to commit the necessary financial resources to conduct important gender related surveys on a regular basis.

Gender statistics production

The National Statistical Institute, its Delegated Organs and the Bank of Mozambique play an im-

portant role in the production and dissemination gender statistics and have capacity to implement statistical survey which represent a vital pool of information to produce gender statistics for national monitoring and international gender treaty reporting requirements.

However, the availability of indicators for assessing gender policy objectives and international and regional treaty requirements still is a challenge as data for calculating most of indicators either have never been collected or if collected were found to be outdated as well as lacking some disaggregating elements. This was exacerbated by the Covid-19 which affected negatively the production, dissemination and use of statistics in general.

Recommendations

- Strengthen the capacity of the NSS and its governing body, INE and MGCAS as gender coordinator to implement the surveys needed to produce gender-related statistics indicators.

- In the context of Covid-19, train the producers of statistics on estimation techniques that will enable them to fill the gaps due to low response rates and provincial instead of district level estimates.

- Sensitize data producers and suppliers on using information and communication technologies (ICT) for data collection and sharing as well as other statistical production modernization technologies.

- 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.

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

- Re-analyse existing data from a gender perspective to increase availability and use of gender statistics.

- Reinforce the intention expressed in the PE-SEN to formulate a national quality assurance framework for statistics produced in general and for gender statistics in particular as a mechanism for statistical quality certification;

Coordinating mechanism

There is a need to enhance the capacity and coordination role of the Ministry of Gender, Children and Social Action (MGCAS) and their National Action Plan for the Advancement of Women (PNAM 2018-2024). The coordinating role of National Council for the Advancement of Women (CNAM) with regards to the implementation of gender policies, the integration of which into the sector plans and budget of the different stakeholders also needs strengthening. Neither of these coordination bodies has a specific gender statistics coordination role that could link the producers and users of gender statistics and this is considered as a gap in the gender data eco-system of the country.

PNAM does recognize that the production and dissemination of gender statistics is essential to adequately integrate a gender perspective in policies, strategies, plans and budgets. It also highlights the important role that the National Statistical System and its governing body, the National Statistical Institute, has to play in the production, coordination and dissemination of official statistics.

The monitoring and evaluation for the PNAM is being done through the Balance of Economic and Social Plan and from the reports of the organizations that have gender related interventions. However, MGCAS needs to strengthen its coordination role in order to ensure that INE and line ministries produce the data needed for monitoring, evaluation and reporting in its different contexts (international, regional and national reporting).

The assessment found that the gender data needs for international treaty reporting have not been

systematically integrated in the official data systems. This may explain why a national gender-specific indicator framework is lacking in the country and further highlights the need for its development.

Recommendations

- Enhance the role of the National Statistical System and its governing body and line ministries (ODINEs) and MGCAS in the provision of gender statistics;

- Formulate and adopt a national gender indicator framework and integrate it in the official data system for systematically producing and monitoring national and international treaty reporting requirements with participation of MGCAS, the country gender coordinator.

- Establish a multi-agency gender statistics coordination mechanism that can support the production of gender data and statistics as well as national and international indicator and reporting needs.

Use, access and dissemination processes

Some progress has been made in improving the availability of gender statistics within the National Statistical System, particularly at INE, the Bank of Mozambique and some line ministries such as for example education, health and agriculture and land.

However, there are still significant gaps and a need to improve their availability, relevance, accuracy, timeliness, accessibility and user-friendliness. Furthermore, even in cases where the data exist uptake and use for evidence-based decision-making has been limited. This can be attributed to the limitations described in the beginning of this paragraph, but also due to little or no efforts to highlight its availability and promote its use.

The publication "Women and Men in Mozambique" has some practical limitations as it does not include all the indicator values needed for the national M&E framework or the indicators to respond the international treaty reporting requirements.

Recommendations

- Strengthen the capacity of INE and other data producers to improve the quality of gender statistics;

- Capitalize on the MGCAS publication (Perfil do Genero em Moçambique) to serve as a reference for national M&E as well as for international treaty reporting requirements;

- Reformulate the publication "Mulheres e Homens em Moçambique" to better serve the national M&E framework and the international treaty reporting commitments;

- Formulate an action plan to address data need on the following topics:
  - Participation of women in the defense and security sector;
  - The impact of conflicts on gender relationship;
  - The impact of conflicts and climate change on the lives of women and girls;
  - Youth and employment - Statistics of young businesswoman.

These critical data and capacity gaps identified in the potential data sources affect Mozambique's ability to monitor the progress made towards achieving the gender equality and women empowerment targets and the corresponding recommendations should be considered as the basis for starting a planning and resource allocation process to strengthen the gender statistical system.

1 Introduction and Methodology

1.1 Background

The Constitution of the Republic of Mozambique enshrines the principles of universality and equal rights between men and women and that of gender equality (Article 35 and 36). It recognizes that "men and women are equal before the law in all areas of political, economic, social and cultural life"[1]. To reflect this principle of equal rights and opportunity between men and women, the government of Mozambique approved in 2018 the Gender Policy and its corresponding Implementation Strategy operationalized in the National Action Plan for the Advancement of Women (PNAM 2018-2024). The PNAM "aims at re-enforcing the promotion of gender equality in all spheres of development of the country, adopting a transversal approach to gender dimension, becoming an instrument of inter-sectoral coordination, to ensure gender equality and empowerment of women". This objective is in line with the various international and regional gender instruments and treaties that the country has ratified, mainly the Beijing Declaration and Platform for Action, the United Nations Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, better known as the Maputo Protocol.

Additionally, in September 2015, the United Nations General Assembly unanimously adopted the ambitious 2030 Agenda for Sustainable Development, which features 17 new Sustainable Goals (SDGs) and 169 targets. This global plan of action "**for people, planet and prosperity**" represents Member States' collective commitment to deal with the various challenges the world currently faces: to eradicate poverty in all its forms and dimensions, combat inequalities, promote prosperity and sustainable human development for all and not leave anyone behind.

The 2030 Agenda also sets out a historic and unprecedented level of ambition to "**Achieve gender equality and empower all women and girls by 2030**" (SDG 5) as well as including 37 gender-related targets in 10 other SDGs (SDG 1; SDG 2; SDG 3; SDG 4; SDG 8; SDG 10, SDG 11, SDG 13; SDG 16 and SDG 17). It commits to addressing core issues of gender equality such as eliminating all forms of violence against women and girls, eradicating discriminatory laws and constraints on sexual and reproductive health and reproductive rights, recognizing and valuing unpaid care and domestic work and increasing women's participation in decision-making. As a member state of the United Nations and signatory to General Assembly Resolution No. 70/1 on the 2030 Agenda, Mozambique is also committed to these targets of gender equality and women's empowerment.

To successfully track the implementation of these national, regional and international commitments of core issues of gender equality, significant investments in gender statistics are necessary to ensure that evidence-based policies are devised, the impacts of these policies are assessed and the accountability of policy-makers and governments to deliver on these commitments is promoted. To that end, robust indicators and quality data are of critical importance and will determine whether policy efforts are marshalled and whether the goals and targets are achieved or missed. Essentially, adequate capacity development of the National Statistical Systems (NSS) in data collection, production, analysis, dissemination and use of gender statistics, is required as a short-term and mid-term response to generate sound evidence for policy formulation and track the implementation progress towards the national regional and international targets of gender equality and women's and girl's empowerment.

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1   Constitution of Republic of Mozambique, Article 36.

In recognition of these data and capacity challenges, UN Women's gender data programme, Making Every Woman and Girl Count (Women Count) is supporting Member States in implementing the national, regional and international commitments to ensure that **"Gender disaggregated data is systematically collected, analysed and disseminated for policy formulation, planning, monitoring and evaluation"**.

It is therefore within this context that UN Women has engaged two national gender/statistics experts to conduct an assessment of the gender statistics system in Mozambique. The assessment is aimed at identifying the main gaps and constraints to systematically generate and disseminate gender statistics in the National Institute of Statistics (INE), the Ministry of Gender, Child and Social Action (MGCAS), the line ministries with a mandate of producing official statistics known as INE's Delegated Organs (ODINE[2]) and other relevant line ministries.

This report presents the findings of the assessment and is structured around 4 Chapters. Chapter 1 presents the background, purpose and scope of the gender statistics assessment as well the methodological approach followed to gather information. Chapter 2 summarizes the Mozambique socio-economic context, as well as the current situation with regards to gender equality and women empowerment in Mozambique. Chapter 3 provides an overview of the Mozambique's National Statistical System. The status of gender statistics in Mozambique is also presented in this chapter. This discussion is structured around the enabling environment to produce and use of gender statistics in the national statistical system, the main sources of gender statistics, gender statistics production, coordination mechanisms in the national statistical system as well as use, access and dissemination processes. Finally, Chapter 4 presents the conclusions of the study, as well as recommendations towards strengthening of the gender statistics system in Mozambique.

1.2   Purpose and Scope of the Assessment

As summarized in the Terms of Reference (TOR), the overall objective of the study is "to conduct an assessment of the gender statistics systems in Mozambique and provide capacity building to address the challenges encountered to strengthen gender statistics systems in five areas: (i) Enabling environment; (ii) Main sources of gender statistics; (iii) Gender statistics production; (iv) Coordinating mechanisms; and (v) Use, access and dissemination processes."

The assessment revolves around the following specific objectives, as outlined in the TOR (Annex 1):

▪ Carry out an initial in-depth desk review of the institutional framework of the Mozambique National Statistical Institute (INE), Ministry of Gender, Children and Social Action (MGCAS), ODINEs and other line ministries that are involved with production and use of gender statistics. The review will be aimed at establishing the extent to which the institutional frameworks hinder the regular production of gender statistics.

   The desk review had to primarily focus on the following:

   o document the key institutional mechanisms or constraints that prevent (or facilitate) more regular production of gender statistics at the national level and propose solutions to strengthen them or steps that can be taken to address these constraints. Document broader country level initiatives i.e. M&E framework of SDGs and the extent to which gender equality is integrated into this M&E framework.

   o Document good practices which led to improve availability of gender statistics which may be replicated.

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2   INE can delegate competences under its exclusive technical and methodological guidance to some Ministries as Delegated Organs (ODINE), for the collection, production and publication of official statistics from the respective sectors. In practice, the Ministries in charge of each sub-sector in collaboration with INE, collects and disseminate official statistics.

- Assess the National Statistical System capacity in gender statistics among data producers and users, particularly within the INE, Ministry of Gender, Children and Social Action (MGCAS), ODINEs and other line ministries that are involved with production and use of gender statistics.

- Propose concrete and actionable approaches to ensure the systematic production of gender statistics in Mozambique with respective pros and cons, including the need for specific training of relevant staff;

- Adapt training modules and deliver training on gender statistics to relevant staff;

- Support UN Women, the INE and gender machinery to develop a project document and associated work plan for the advancement of gender statistics in Mozambique.

- Facilitate a validation workshop and incorporate all inputs to finalize the project document and annual workplan;

1.3   Methodology of the gender statistics assessment

The collection of the information needed to meet the objectives defined above and produce the gender assessment report was based on the following methodology:

a) Conduct 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. The relevant documents reviewed include, but are not limited to:

- The Law of the National Statistical System (SEN), the National Strategy for the development of Statistics (NSDS) known in Mozambique as Strategic Plan of the National Statistical System (PE-SEN 2020-2024); the Strategic Plan of MGCAS and selected line ministries with mandate of producing official statistics (MEF, MINEDH, MCTES, MTSS, MISAU, MADER, etc.), others national relevant policy instruments (PQG 2020-2024, and the economic and social plans), The National Plan on Women Advancement (PNAM), the UN gender related documents,

- Available Statistical survey questionnaires and Reports of the most recent Census and household-based surveys); INE's publications and Statistical Brochures from line ministries, specially these with a mandate of producing official statistics (ODINEs); Line ministry statistics.

- Indicator frameworks of Agenda 2030, Agenda 2063, United Nation Minimum Set of Gender Indicators, the Minimum Set of Gender Indicators for Africa (MSGIA) and indicators required for the Convention on the Elimination of all forms of discrimination Against Women (CEDAW) and Commission on the Status of Women (CSW) reporting.

b) Key informant interviews among gender machinery using the Paris 21 Framework[3] prototype questionnaires (Annex 2) that have been adjusted to the Mozambican context and included additional questions on COVID-19 were used for assessing gender statistics and capacity gaps of the NSS and to prepare Chapter 3 of the Report:

- Questionnaire A (Annex 2.1) - Main assessment tool for the gender focal points in the INE and MGCAS;

- Questionnaire B (Annex 2.2) - Short module for individual capabilities designed for the gender focal points in the INE, the MGCAS and ODINEs;

- Questionnaire C (Annex 2.3) - Short module targeted to other line ministries producing

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3   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.

statistics. It aims to obtain information about their data collection, gender statistics production, coordination and use by the government;

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

Table 1: Ministries and entities approached for the assessment and response status[4]

Responding ministries and entities	Non-responding ministries and entities
National Institute of Statistics (INE)	Ministry of Economy and Finance (MEF)
Ministry of Work and Social Security (MTSS)	Ministry of Sea, Inland Waters and Fisheries (MIMAIP)
Ministry of Industry and Commerce (MIC)	Ministry of Internal Affairs (MINT)
Ministry of Culture and Tourism (MICULTUR)	Ministry of Defense (MDN)
Ministry of Land and Environment (MTA)	Ministry of Transport and Communication (MTC)
Ministry of Education and human development (MINEDH)	UEM - CeCaGe
Ministry of Health (MISAU)	Ministry of Tertiary Education, Science and Technology (MCTES)
Ministry of Agriculture and Rural Development (MADER)	Ministry of State Administration and Public Service (MAEFP)
Ministry of Gender, Children and Social Affairs (MGCAS)	Ministry of Public works, Housing and Water Resources (MOPHRH)
Ministry of Justice, Constitutional and Religion Affairs (MJACR)	
The Ministry of Youth and Sports (MJD)	
National Parliament	
Institute for the Promotion of Small and Medium Enterprises (IPEME)	
State Secretariat of Youth and Employment (SEJE)	
University Joaquim A. Chissano	
Pedagogical University	
Confederation of Economic Associations in Mozambique (CTA)	
Community Radio Fora (FORCOM)	
Mozambican Rural Women Movement (MMMR)	

The assessment was preceded by data mapping of the various sets of national and international gender indicators (Annex 4) against the required potential data sources (Population 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 INE, MGCAS, Bank of Mozambique, INE's Delegated Organ and other government bodies, private sector, research institutions and national parliament that are involved with production and use of gender statistics. The list of interviewees is annexed (Annex 3).

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

Information from the questionnaire gathered during the interviews was used to compile Chapter 3 - Current Status of Gender Statistics and draw conclusions and recommendations towards strengthening the gender statistics system in Mozambique.

c) Facilitate a stakeholders' consultative workshop to present the initial findings and   r e c o m - mendations of the needs assessment and obtain additional inputs and contributions for future intervention needed to strengthen the overall Gender   Statistics System in Mozambique;

d) Based on the recommendations of the Assessment Report and using a results-based management approach (RBM), design a Project Proposal for future interventions to address the challenges encountered to strengthen gender statistics systems to produce gender statistics aligned with national priorities and the regional and international commitments.

2 Contextual analysis

2.1   Introduction

Data and statistics do not exist in a vacuum and is not an end, but rather a means to an end. The evidence base created by agencies producing statistics are needed for the development of policies and strategies, program planning, budget allocation, monitoring and evaluation and in general managing a country.

In the same vein an assessment of a statistical system and in this case the gender statistics system will be incomplete without a basic understanding of the developmental and gender imperatives facing the country.

2.2   Overview of Mozambique Socio-economic context

Mozambique has emerged with a strong economic performance, especially over the last decade. The GDP growth averaged 7.4 percent per annum between 2006 and 2014 with highest growth rate of 9.7 percent recorded in 2006. This performance of the Mozambican economy was mainly driven by the agriculture sector which also represented on average 25 percent to GDP during the same period.

In 2015, Mozambique's path of strong economic performance was seriously disrupted when higher volumes of undeclared external debt were discovered. The disclosure of unknown debt has shaken the confidence in the country, raised debt levels and reduced the average growth rate to 3.8 percent which is significantly down from the 6.7 percent achieved in the previous year. The debt crisis was further exacerbated by Cyclones Idai and Kenneth that hit the center and north of Mozambique in the early 2019 and did profound damage to infrastructure and livelihoods in the provinces of Sofala in the center and Cabo Delgado in the north, further reducing the economic growth and well-being. GDP per capita which was estimated at USD722 in 2014, dropped to USD648 in 2015 and remained below USD600 between 2016 and 2018[5]. Cyclone Eloise which struck the central coastal areas in January 2020 further compounded this negative picture.

Despite the strong economic performance in the past decade, Mozambique ranks poorly in the human development index. According to 2020 Human Development Report, Mozambique's HDI value for 2019 was 0.456 - which put the country in the low human development category - positioning it at 181 out of 189 countries and territories. The Mozambique's 2019 HDI of 0.456 is below the average of 0.513 for countries in the low human development group and below the average of 0.547 for countries in Sub-Saharan Africa.

When disaggregated by sex, results show that women continue to lag behind in human development with HDI of 0.435 compared to 0.476 for men resulting in a Gender Development Index (GDI) of 0,912. Females are predominately excluded in key dimensions of life like education measured by Expected years of schooling (9.5 years) against (10.5 years) for men and by Mean years of schooling (2.7 years) against (4.5 years) for their contra part of men; Estimated gross national income per capita ($PPP 1131) against ($PPP 1377) for men.

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5   INE: Estimates of National Accounts series 1990-2018.

Poverty also remains a huge challenge. Four consecutive "National Poverty Assessments" for Mozambique have provided a wealth of information on the poverty patterns and the changes thereof during the past two decades. Figure 1 shows poverty reduction from about 70 percent in 1996/7 to 53 percent in 2002/3 and a subsequent improvement at a lower pace to 51.7 percent in 2008/9 and 46.1 percent in 2014/15. Poverty is relatively low in urban but still a great deal higher in rural area.

Figure 1:   Trend in poverty, 1996-2015
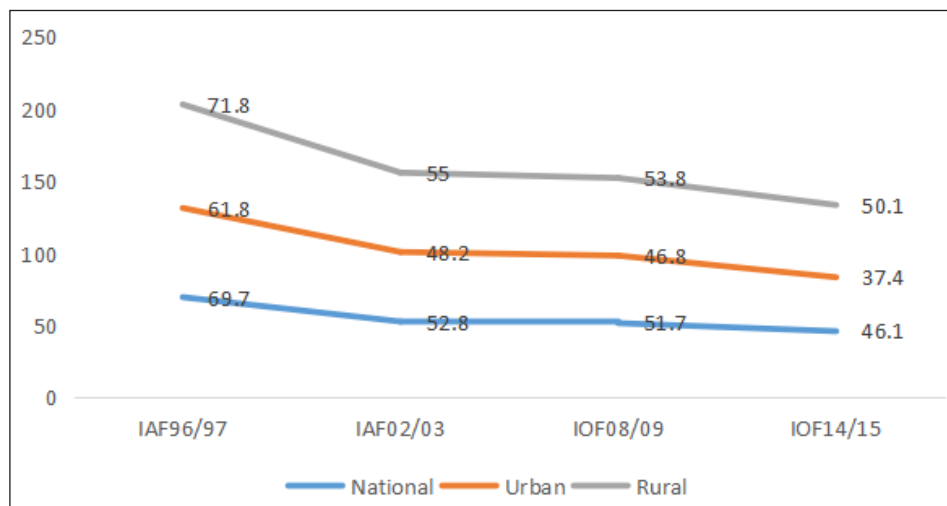
Source: MEF: National Poverty Assessments

In 2020, when the country was trying to recover from two major shocks - the hidden debt crisis and the devastating effects of cyclones Idai (2019) and Kenneth (2019), the COVID-19 (Coronavirus) pandemic erupted. This health crises, as well as the corresponding socio-economic impact of the state emergency declared on 31 March 2020, negatively impacted the lives of women and men as well as the activities of the Government and the private sector across the country. Although still living in an environment of great uncertainty due to the spread of the pandemic, optimistic government estimates point to a gradual recovery in the growth of the Gross Domestic Product to 2.1% in 2021[6]. The most recent cyclone that have hit the coastal areas of Mozambique Eloise (2021) is likely to further compound this negative outlook.

2.3   Overview of gender equality and women empowerment in Mozambique

2.3.1   Introduction

Any assessment of the Gender Statistics System in Mozambique has to be done with consideration of a contextual analysis of gender equality and women's empowerment in the country. Such an analysis not only serves to highlight the developmental gaps and aspirations of the country, but also the potential gender data gaps that prevent a comprehensive analysis of the status of women and men. This section will take a closer look at what we know about the situation in Mozambique based on currently available statistics.

The gender equality and women's empowerment agenda in Africa has made great strides during the past three decades. Various international and regional gender instruments and treaties have been ratified. The most important of these include the Beijing Declaration and Platform for Action, the United Nations Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, better known as the Maputo Protocol.

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6   Government of Mozambique. Economic and Social Plan (PES 2021)

" ... Yet African women continue to face constraints to achieving their potential, as women do in different ways around the world. They face barriers in the workplace and agriculture, and in their access to infrastructure, services and economic opportunities. They experience restrictive cultural norms and practices and discriminatory laws. They are particularly vulnerable to the impacts of climate change. These barriers limit opportunities for all of society, impacting both women and men, but women are often disproportionately affected. In holding back women from achieving their potential, these barriers stand in the way of achieving the Sustainable Development Goals and Africa's true development potential..." (UNECA, 2020).

The UNDP methodology for the Gender Development Index (GDI) includes health, education and income indicators. For 2019, the GDI value for Mozambique was estimated at 0.912, the lowest figure in SADC. This value reflects huge gender gaps on educational attainment indexes (mean years of schooling of only 2.7 for women against 4.5 for men; and expected years of schooling of 9.5 years for girls and of 10.5 years for boys), and on income earnings (a Gross National Income of 1.131 for women and of 1.377 for men). Life expectancy is higher for women (63.7 years) than men (57.8 years).

The Gender Inequality Index (GII)[7], reflects gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity, and can be interpreted as the loss in human development due to the inequality between women and men achievements in the three GII dimensions. The 2020 HDR results shows that Mozambique has a GII value of 0.523, ranking it 127 out of 162 countries in the 2019 index. According to the same Report, "in Mozambique, 41.2 percent of parliamentary seats are held by women, and 14.0 percent of adult women have reached at least a secondary level of education compared to 19.9 percent of their men counterparts. For every 100,000 live births, 289 women die from pregnancy related causes; and the adolescent birth rate is 148.6 births per 1,000 women of ages 15-19. Women participation in the labour market is 77.3 percent compared to 79.0 percent for men".

The United Nations Economic Council for Africa developed the African Gender Index based on economic, social and representation/empowerment indicators. Its 2019 report estimated this Index at 0.649 for Mozambique, placing the country only below Namibia, South Africa and Lesotho and at the same range as its neighboring countries of Zimbabwe, Zambia, Angola, Tanzania, Mauritius, and Madagascar (UNECA, 2020). Below, we place a more detailed analysis on the economic and social women in the country.

2.3.2 Women in the economy

Aggregate sectoral statistics on labor force allocations hide huge gender disparities. It is only when data is disaggregated that the extent to which women are disadvantaged becomes visible. Indeed, 58% of men are employed in the agricultural sector, against 82% of women (INE, 2016). It is in this sector where returns to labor are the lowest not only due to low production and productivity but also due to low prices of agricultural commodities as compared to manufactured goods. Unfair terms of trade from which women cannot escape unless measures are taken to shift women's allocation from household consumption to highly mechanized agriculture which bring higher returns to scale.

The 1997 land-reform program created the basis for the protection of community land through a process of demarcation. It officially recognizes women as co-owners of a couple's land or of community land and further states that all community members (including women) have the right to participate in decision-making processes, even with regards to the delimitation of community land. However, according to the National Land Directorate, in 2015 only 20 percent of DUATS were registered to women, compared to 80 percent registered to men (Landac et all, 2018). In rural, patriarchal communities where women move to men's family land after marriage, it still frequently

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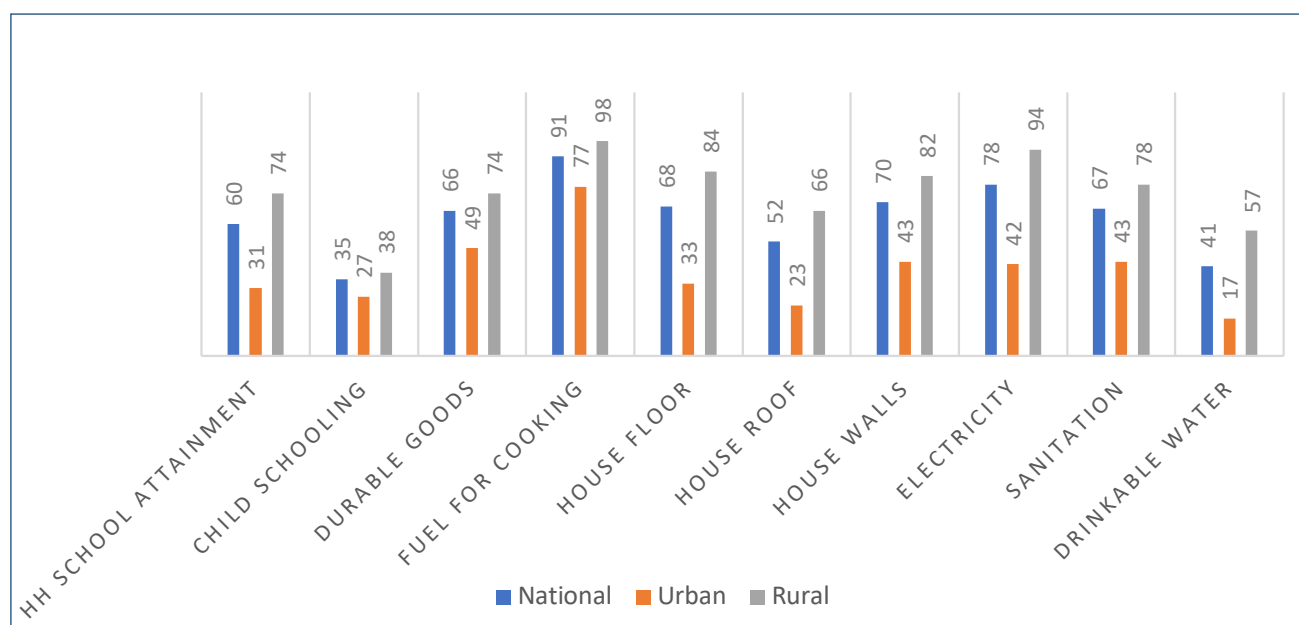7   UNDP Human development report 2020.

happens that women loose access to this land after a divorce or the death of the husband. This serves as a disincentive for women to invest in land because of the risk of losing the investment.

Recent financial system reform has created opportunities for microfinance and group saving schemes as well as mobile financing mechanisms (through cellphones and through mobile bank brigades). It also revolutionized access to banking/finance for poor women (and men) and also for those living in remote areas of the country. Increased access to micro-finance and group saving activities have been used to invest in short cycle activities such as short cycle agriculture (e.g. horticulture and rural trade) and agro-processing[8]. This, coupled with entrepreneurial incubation initiatives by institutions or programs such as IPEME, SUSTENTA, and the Technical Council for the technical and professional education[9] enabled women and the youth to develop their entrepreneurial skills and activities.

Limitations however do exist: rural road infrastructure is not yet reaching core rural areas satisfactorily. More investment is needed in tertiary roads to reduce the mobility challenges faced by women as they try to access larger markets where agricultural commodity prices are more favorable. High illiteracy rates and lack of documentation further limit the extent to which women can take advantage of the available financial opportunities for entrepreneurial growth. Cultural values may increase the risk of successful or potentially successful women to domestic violence as men feel left behind and at risk of losing their authority to economically strong women.

The rural economy is even poorer than national averages suggest: 98% of the households use biomass as fuel for cooking; 94% of the households don't have access to electricity and 57% of them have do not have access to safe water. Women and girls bear the main responsibility of fetching water and fuel. As such, they have little incentive to invest in higher value-added production or in their human capital, including better production technologies. Susan C Anenberg et al (2017) show how exposure to biofuel derived air pollution has been responsible for the high incidence of obstructive pulmonary diseases, low birth weights, cancer and eye infections on women/girls and children.

Figure 2: Incidence of deprivation, 2017

Source: Ministry of Economy and Finance (2020)

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8   Please, see, for instance http://www.gapi.co.mz/programa/pemdh-mulher-empreendedora/
9   Please, see: https://www.ipeme.org/formacao-pme/, and, https://www.fnds.gov.mz/index.php/en/resources/highlights/131-programa-sustenta-2

Outside the agriculture sector, it is women who are employed as housekeepers, lower income urban informal vendors and service providers such as for example cleaning and secretaries. This contributes towards a country average of women's income being only 66.9% men (Source: UNDP, Human Development Report 2020).

Access to finance have helped urban women in undertaking their short cycle economic activities such as cross border trade, international trade, poultry farming, and even finance certain investment in their wellbeing such as construction. The current trade limitations due to COVID-19 have limited the extent to which women can take advantage of this financial window. This was further influenced by fluctuations of informal trade activities when markets were relocated to reduce contagion in their otherwise crowded working environments.

PNUD (2020) has estimated that pre-COVID-19 incomes reached an average of 9,321 meticais (or $125) for women and 11,754 meticais ($157) for men. This difference has been primarily attributed to the type of articles sold by women (mostly food items of immediate consumption) and men (mostly non-food items including cloth, electro domestics, and schoolbooks). The implementation of the confinement and social/physical distancing measures reduced women's incomes more than that of men. Five months after the implementation of these measures, women incomes were on average a third (34.7%) of pre-pandemic earnings, while the incomes of men were halved. Seven months later, incomes have fallen to a fifth for a women and to a quarter for men. See Figure 3 below.

Figure 3: Impact of COVID-19 on the incomes of informal workers of maputo city
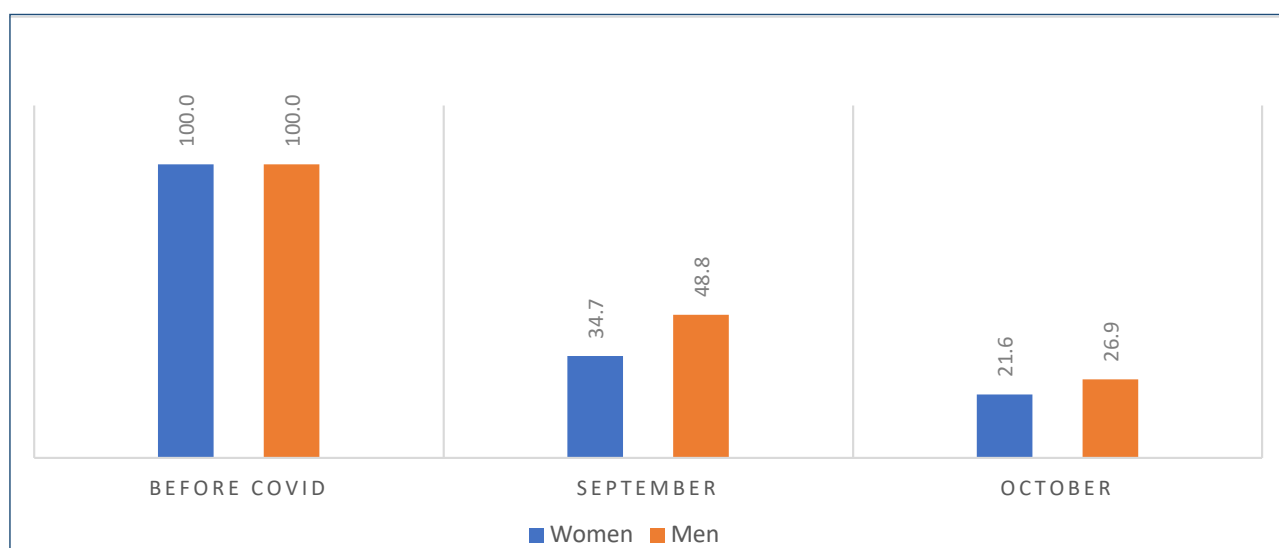
Source: MEF/UNDP (2020)

The UN Women factsheets on poverty, which is based on the international poverty line, suggests that poverty among the employed population 15 years and older is very high. Two-thirds of working women (63.8%) fall below the international poverty lines, while 56.7% of men fall in the same category. Despite this, only 0.2% of mothers with newborns receive maternity cash transfer benefits[10].

2.3.3 Gender and Health

The available data[11] also indicate that women and girl's health have been improving in Mozambique. For instance, the maternal mortality rate is estimated at 289 deaths per 100,000 live births which is significantly lower than the 520 deaths per 100,000 live births recorded in 2010. The increase in contraception use from 16.5% to 26.0% between 2010 and 2020 is also an indication that women are limiting their fertility in favor of investments in other economic and social areas of their life. Births attended by skilled health personnel has increased by 25pp from 48% in 2010 (UNDP, 2010 &

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10   Country fact sheet. https://data.unwomen.org/country/mozambique
11   UNDP (2010), UNDP (2020), and MISAU et al (2016)

2020; MISAU et al (2016). Women's life expectancy is measured at birth as opposed to its measure at the age of 60. The 2017 data from the population Census indicated that life expectancy has also increased (to 56.7 years) by 4 years since 2007 (INE, 2020).

The International Planned Parenthood Federation Africa Region (IPPFAR, 2018), also shows how in the region, the country has established essential legal and policy frameworks for women and girl's sexual and productive health and rights.
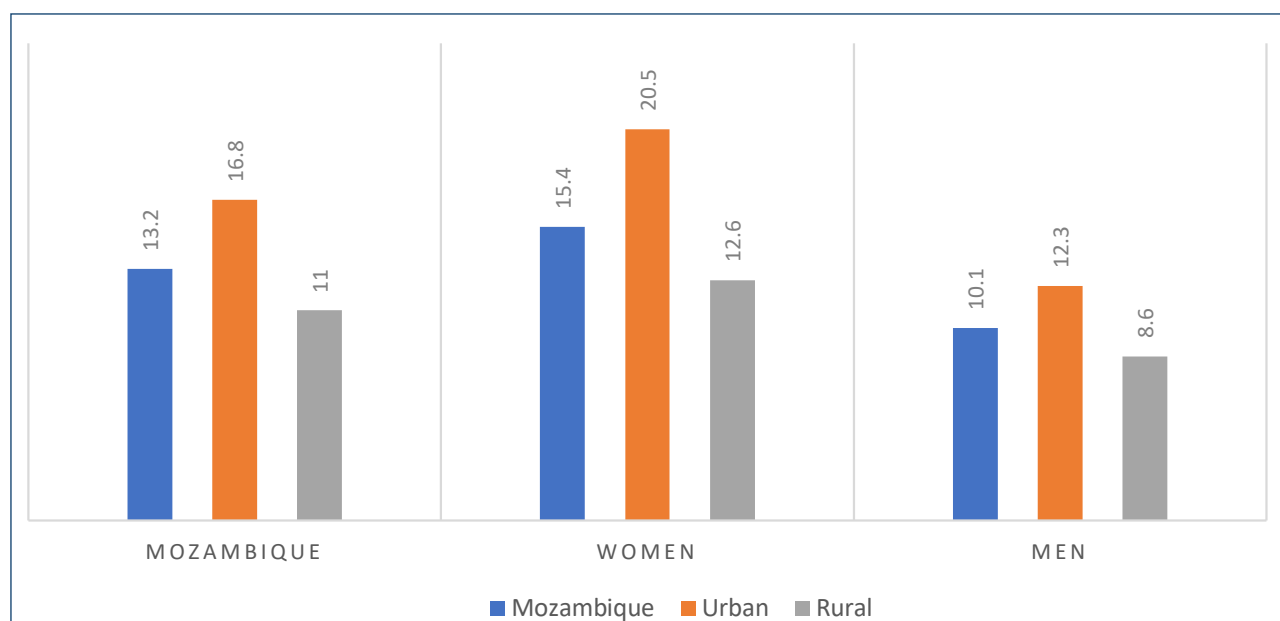
In addition to a good budget allocation for health-related interventions (>5% of GDP and >15% of public expenditure), Mozambique has:

- Made provision in the Constitutional for the right to health

- Joined a campaign on accelerated reduction of maternal, new-born and child mortality in Africa (CARMMA Campaign)

- Abolished the legislation against abortion (when life of mother is threatened; when pregnancy poses risk to mother's physical and mental health; in cases of foetal impairment; in cases of sexual assault, rape or incest; and allowed for other circumstances).

Despite this improvement, women and girl's health standards are yet unsatisfactory: Mozambique's Maternal Mortality rate is above the global levels (216 deaths per 1000 live births) – this is much higher than the rates in for example Europe where only 16 women die due to maternity related complications. The fertility rate in Mozambique is estimated at 5.2 children per women (INE, 2020). Under-five mortality rate of 72 deaths per 1000 live births mean that women are physically overburdened trying to compensate potential losses of children. In Europe where the under-five mortality rate is only 9 deaths per 100 live births and the fertility rate is only 1.59 children per women. The neo-natal mortality rate is only 5 deaths per 1000 live births in Europe compared to 27 in Mozambique (World Health Statistics, 2019).

The prevalence of HIV and AIDS is higher amongst women than men. As shown in Figure 4, in 2015, HIV prevalence in the country was estimated at 13.2%. Again, prevalence was 1.5 times higher for women in both urban and rural communities (MISAU/INE, 2016). HIV was initially concentrated in the major corridors of Maputo and Beira, with the highest rate in Gaza Province (25.1%), suggesting that HIV was mainly linked to the population exposure/contact with the neighboring countries of South Africa and Zimbabwe (MISAU/INE, 2009). However, since then the disease has spread well beyond these corridors. The fact that other provinces witnessed sharp increases with increased prevalence amongst women indicates that women have not been sufficiently empowered to protect their sexual and reproductive health. Traditional ceremonies forcing women to have unprotected sexual relations with husbands returning from abroad, polygamy, occasional sex with unprotected professionals all contributed to the expansion of the disease. Indeed, an UNFPA report on SDG 6.5.1 on Sexual and reproductive health and Rights indicate that Mozambican women have lower decision-making power as compared to the African and global averages. Only 49% of them can decide freely on these matters as compared to 64% in sub-Saharan Africa and 55% in the world (UNFPA, 2020).

Figure 4: HIV prevalence, 2015

	MOZAMBIQUE	WOMEN	MEN

Mozambique · Urban · Rural

Values: Mozambique 13.2, Urban 16.8, Rural 11; Women — Mozambique 15.4, Urban 20.5, Rural 12.6; Men — Mozambique 10.1, Urban 12.3, Rural 8.6

Source: MISAU/INE(2016)

Access to health services for HIV and AIDS related health issues are part of the health strategic policy that aims, among others, to cover 94% of HIV positive pregnant women during pre-natal care; ensure that 96% of them receive antiretroviral treatment and increase treatment retention after 3 years to 70% by 2019; Increase the percentage of eligible HIV adults and children who access therapy; reduce the number of new infections; and reduce mother to child HIV transmission. The 2016 progress report by the National Council on AIDS Combat (CNCS) indicates that only 53.3% of adults and children were receiving the antiretroviral treatment and from those only 66% continued to follow the treatment past 12 months. A higher percentage of pregnant women are receiving vertical transmission therapy (94.8%), and 91.5% are receiving medication for themselves and the babies during breastfeeding. There remains a big information gap on child outcomes as only 46.8% of children whose mothers were tested HIV positive have been tested two months after baby delivery according to 2016 data (CNCS, 2016)

2.3.4   Gender and education

Mozambique's political commitment to education is evident in the 5-year Government Plan which states in its Priority 1 on Human Capital Development and Social justice that the human capital in Mozambique is underdeveloped. This makes it necessary to improve the standards of education, training, health, protection and housing as well as culture and sport through:

- Promotion of an educational and inclusive, efficient and effective system that responds to the human development needs;

- Expansion in the access and improvement of quality health services;

- Promotion of the participation of the society in socio-cultural, sport and economic activities;

- Promotion of gender equality and equity, social inclusion and protection of vulnerable segments of the population.

Past efforts towards girl's enrollment and retention in the education system was rewarded by girl's increased attendance rates at all levels of education. The 2018 school survey indicates that girls consist of around 48 to 49% of the pupils in all levels of education (MINED, 2018). This is in accordance with the estimates of UNDP (2020a) indicating that the expected years of schooling is somewhat improved (9.3 for women and 10.2 for men). Aggregate statistics tend to hide geograph-

ic and other disparities. When considering the first grade (in the primary education) gender parity is evident in all provinces of the country. However, in the higher grades gender parity decreases in the central and northern provinces, with girl's shares lower than 46% in provinces such as Zambezia, Sofala and Manica. Cultural factors undermining the value of girl's education as well as political instability and climate factors contribute towards challenges in the adequate provision and use of educational services.

According to IPPFAR (2018), Mozambique is among the top 10 African countries with regards to the incidence of adolescent pregnancy (42% of girls aged 15-19 years old) together with countries such as Niger (51%), Chad (48%), Mali (46%), and Guinea (44%). MISAU/INE (2016), also indicates that 16.8% of women aged 20-24 years old were married or in union before they were 15 years old, and a further 52.9% were married or in union before age 18, adding to the high number of young people needing focused educational services. The number of students (particularly girls) with special needs by type of need is not captured by the statistical system. Of the 2.9 million pre-school-age children (aged 3-5 years) only 4 to 6% have access to pre-school education due to the insufficient educational infrastructure (Republic of Mozambique, 2020).

Past analysis has shown that the supply and quality of education services influence gender equilibria, especially in the first years of schooling. These concerns[12], include among others:

- Distance to school – as parents fear letting a girl chid walk long distances alone in fear on abuse. As such, they do their best to delay age of school entrance;

- School safety that includes protection against harassment by men student counterparts and school staff, and separate sanitation services – due to sexual and gender-based violence within the school premises, parents chose to withdrawal girls as a means of protection against such acts;

- Quality of education that reduce time of permanence in the same level of education through repetition – together with distance to school, low quality of education contributes to high dropout rates, as girls enter puberty. At this age, traditional communities consider girls ready for marriage.

- Reduction of girl's social burden – traditional gender roles impose on girls performing domestic responsibilities such as fetching water, washing clothes, cooking and helping to take care of younger siblings.

The literacy rate of the population 15 years and older is estimated to be higher for men 70.8% than for women (43.1%). Where low levels of girls' educational attainment and participation persist, little improvement in the overall negative outcomes for women and girls can be expected.[13]

2.3.5   Violence against women and access to justice

Violence against women is a widespread problem primarily experienced by women, girls and the society to the point that a Law on domestic violence was enacted in 2009 (Law 29/2009 on Domestic Violence against women). More recent developments included the review of the penal code (2019), of family law (2019), succession law (2019) and the Law on early and force marriages (2018). These reforms were made necessary to tackle the different forms of violence against women and girls that could include loss of assets due to the spouse death or divorce; physical, psychological and sexual violence; and inheritance (also considering children outside the marriage).

Despite improvements in the legal framework, gender-based violence and other crimes continue to be a problem. In 2015, 24,326 cases of domestic crime were reported at police stations (including the Integrated support centers – CAIs). Two years later, in 2017, this increased to 25,589 cases. Of

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12   MINEDH (2016), Estratégia de género do sector de educação e desenvolvimento humano para o período 2016 – 2020, maputo: MINEDH
13   Country profile. https://data.unwomen.org/country/mozambique

these 63.3% referred to adults and the remaining 36.7% referred to children (under 17 years old). Most of the reported cases involved crimes against women and girls. In 2016 offenses were 3.7 times higher for women than men and 1.76 times higher for girls than boys. In 2017, gender parity increased to 4.2 and 1.90, respectively (INE, 2016 & 2018). It is important to note that increases in reported cases from year to year do not necessarily mean that the number of victimizations have increased. It could also reflect an increased willingness to report cases, given that underreporting rates for these crimes are generally high.
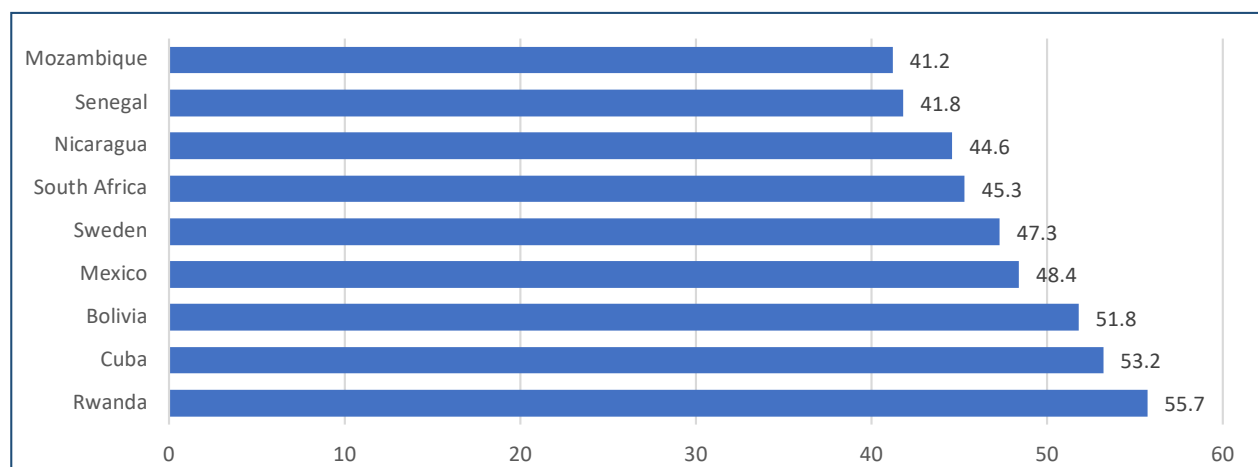
MISAU/INE (2016), estimates indicate that 15.5% of ever-partnered women and girls were subject to physical or sexual violence by their current or former intimate partners. Available information does not enable an analysis of how these cases transitioned through the justice system. However, it is worth mentioning that most of the cases of domestic violence tend to be solved within the family context. Law enforcement authorities firstly try reconciliation, before cases are referred to the formal court system.

However, there are enforcement gaps. Other than male stereotypes that tend to protect men who has committed aggression, there are also cases where corruption within the police environment is possible where the accused person pays a bribe to have his case forgotten. Within the community courts, crimes are reported well after the crime. This is mostly because the offender did not honour his promises of compensating for the damage he has caused as per agreement after the event. In cases of sexual violence, survivors run the risk of contracting sexually transmitted diseases for which it may be late to have the proper medical assistance because of the time lapse. It should be emphasized that 24 hours is the minimum time required to report cases of sexual violence. So far, the development of the CAIs offers a better environment for a better care of the exposed cases as they are linked to the provision of health services and all stakeholders on assistance to violence survivors (the interior, justice, health, and Social assistance) are together in one place. This reduces leakages in service provision.

2.3.6 Governance and leadership

Mozambique has been making efforts towards gender equality and women empowerment. The country is among the top 10 countries with the highest representation of women in the Parliament (41.7%), being surpassed in Africa by Rwanda (55.7%), South Africa (45.3%) and Senegal (41.8%). See Figure 5.

Figure 5: Women Seats in Parliament (%)

Country	Value
Mozambique	41.2
Senegal	41.8
Nicaragua	44.6
South Africa	45.3
Sweden	47.3
Mexico	48.4
Bolivia	51.8
Cuba	53.2
Rwanda	55.7

Source: UNDP, Human Development Report 2020; NY: UN

The country has also taken significant steps to promote gender equality, with an increasing number of women in decision-making positions. Currently 42.0% of the members of parliament are women. Nine of the 21 members of the Cabinet and 6 out of 15 deputy ministers are women. The Attorney General is a woman who is supported by 12 deputies, 4 of which are women. Three of the 10 elected provincial governors are women and 6 of 53 elected municipal presidents are women. More than a third (37.6%) of the municipal assembly are women and a further 31% of the district administrators are women.

The preceding sections highlighted the wide range of issues influencing women's empowerment and gender equality in Mozambique. Above all, designing, implementing and monitoring interventions aimed at enhancing gender equality and women's empowerment need nationally representative and current data of good quality.

The next Chapter provides an overview of the National Statistics system in Mozambique, as well as a summary of the current status of gender statistics in the country.

3 Analysis of the gender statistics system in Mozambique

3.1 Introduction

Whereas the previous chapter summarized the context within which statistics are produced in Mozambique, Chapter 3 provides an overview of the National Statistics System in Mozambique as well as a detailed assessment of the status of gender statistics in the country.

3.2 Overview of the Mozambique's National Statistical System

3.2.1 Structure of the Mozambique National Statistics System

The official statistical activity in Mozambique is governed by Law No 7/96, of 5 July, which created the National Statistics System (NSS also known as SEN in Portuguese) and established the objectives of the NSS, the principles that govern the official statistics activity, the bodies that make up the NSS and the respective competences. The NSS is structured around four bodies as embedded in a data ecosystem (Figure 6), namely the Higher Council of Statistics (CSE), the Coordinating Council for General Population and Housing Census (CCRGP), the National Institute of Statistics (INE) and the Bank of Mozambique (BM).

Figure 6: eStructure of the Mozambique's national Statistical System (SEN)
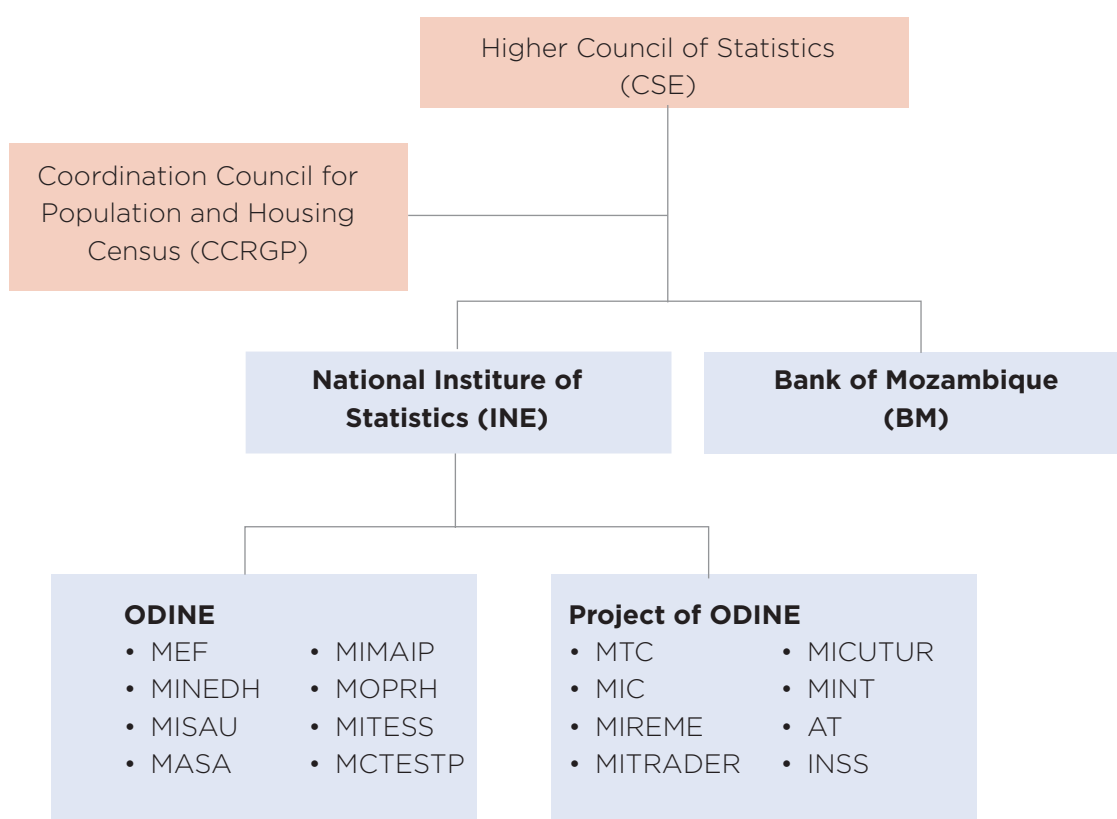
Source: INE - Power point presentation, September 2020

The CSE is the body in the NSS that supervises and coordinates the national statistical system in Mozambique. The CCRGP is the body of the NSS responsible for the management of the General Population and Housing Census process. Its composition is as follows:

- The Prime Minister (the presidency);

- The INE's President;

- One representative of the Central Bank;

- One representative of each of the State Body at central level;

- Two representatives of the national universities as indicated by the National Council of the Tertiary Education; and,

- Representatives of the economic associations including the industrial, agricultural and trade sectors

The BM (Central Bank), within the scope of the NSS, is the organ that ensures the centralization and compilation of monetary, financial, exchange rate and Balance of Payments statistics necessary to pursue an efficient policy in these domains. It is, therefore, one of the essential pillars of the NSS.

INE is the central executive body for the collection, production and dissemination of official statistics that are comprehensive, reliable, timely and disaggregated within the scope of NSS. INE has established offices in each of the 11 provinces and focal points in all districts. Pursuant to its mandate, INE may, in pursuit of its powers, delegate, under its exclusive technical and methodological guidance, official competencies for the collection and dissemination of statistical data to other public institutions, called Delegated Organs of INE (ODINE). ODINE are the main correspondents of INE at the sectoral level. Currently, INE has eight ODINE in the following Ministries: Agriculture and Rural Development (MADER); Economics and Finance (MEF); Health (MISAU); Education and Human Development (MINEDH); Science, Technology and Higher Education (MCTES); Sea, Inland Waters and Fisheries (MIMAIP); Public works, Housing and Water Resources (MOPHRH); and Labour and Social Security (MTSS).

The reason why these sectors have been singled out is because they have the needed infrastructure for statistical production: a department of statistical with the needed equipment, qualified staff that guarantees production of unbiased statistics. INE may, however, participate in the sampling and questionnaire design in case of surveys, and in the implementation of census/surveys.

As the central executive body of the NSS, INE and ODINE is responsible for the production and dissemination of official statistics of the country in two main domains as stated in the current strategic plan of the SEN:

i. Economic Statistics - comprising national accounts, enterprise statistics, agriculture, livestock, fishing, tourism, transport, foreign trade, consumer price index, conjuncture, etc..

ii. Demographic and Social Statistics - comprising, in particular, population statistics and migration, labour, employment and social security, education, health, income and expenditure, living conditions, poverty, housing, gender and social action, culture, sport and leisure, justice and security, etc..

The only reference to the production of gender statistics in the current strategic plan of the NSS is as part of demographic and social statistics and no explicit reference is made to it in the economic statistics domain.

With regards to the SDGs, INE was appointed as the data production coordinator with the support of International Partners. As such, it is developing the National Statistical System that allows the effective tracking of SDG progress with the necessary disaggregation to collect statistical information in collaboration with the relevant line Ministries. So far, the 2016 "Monitoring Tools and Systems Mapping" study was implemented including the identification of existing data linked to SDGs and describing the sector coordination system for the respective monitoring. It was concluded that 74% of the SDG indicators were in line with the 2015-2019 PQG. Of these, 38% were available in the national monitoring systems and were monitored regularly, 12% were partially collected and 24% were not collected.

As 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, in 2020, Mozambique adopted the National Framework of SDG Indicators (QNI) which is aligned with Mozambique's development priorities, particularly with the 2020-2024 PQG.

The statistics Act is aligned to international best practices, but other normative frameworks do not take the Africa Charter of Statistics as adopted in 2011 into consideration. Emerging areas and concepts around official statistics such as for example Big Data and the ideas around data ecosystems are also not covered by the Act or other normative frameworks. A national quality assurance framework for official statistics is currently being developed with technical assistance from the World Bank.

3.2.2 Principles of official statistics

According to the Law on the National Statistics System (NSS), the official statistical activity in Mozambique is based on seven principles: Statistical Authority, Statistical Confidentiality, Technical Autonomy, Impartiality, Transparency, Reliability, Relevance and Statistical Coordination. The NSS adopts the United Nations Fundamental Principles of Official Statistics (FPOS) and is also to some extent aligned with the new paradigm defined by the African Charter on Statistics (ACE), with emphasis on strong direct user involvement. Despite the ACE having been ratified by the Parliament in 2011[14] and in force in Mozambique since 2015, its guidelines, namely the principles, have not yet all been absorbed into the domestic legal statistics framework. The main reason for this is because the NSS legislation pre-dates the adoption of the ACE and still needs to be reviewed to incorporate some of the elements of the ACE. The basic legislation of the NSS, besides having gaps, is therefore already quite outdated (in force for more than 24 years) and is in need to be revised to satisfactorily achieve a more harmonious and efficient functioning of all organs of the NSS for better statistical coordination.

3.2.3 Coordination of the National Statistical System

The coordination of the NSS is the sole responsibility of the Higher Council of Statistics (CSE). This coordination is effective by the competence attributed to the CSE to approve, under proposal by INE, concepts, definitions, nomenclatures and other technical instruments for statistical coordination, necessary for the development of official statistical activities. The NSS enhances the leadership role of the National Institute of Statistics (INE) in its role of notation, production, coordination and dissemination of official statistical data in general that may be mandated by the Government in accordance with its annual plan of activities approved by the tutelage minister taking into account the general lines of national statistical activity and respective priorities defined by the CSE. One such responsibility is that ODINE are obliged to annually submit their respective plans of delegated statistical activities and their corresponding progress reports to INE. This is then submitted with the plan and progress report of INE to the CSE. The same applies to the production of official monetary and exchange rate statistics, under the responsibility of the Bank of Mozambique. These are subject to the principle of INE's technical coordination and responds to the need for its integration in the calculation of the National Accounts.

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14   By Resolution No. 69/2011, of 30 December, the Assembly of the Republic of Mozambique

3.2.4 The Strategic Plan of the National Statistical System

The Strategic Plan of the National Statistical System (PE-SEN) is the main document that describes the vision, objectives and priorities for the development of official statistics in the country. It constitutes the platform through which the government and development partners can finance statistical activities as well as provide a framework for dialogue and consultation between the different members of the NSS.

Since the creation of the National Statistical System in 1996, Mozambique has developed consecutive strategic plans. The first PE-SEN dates back to 1997, when the first strategic plan was prepared under the name "General Lines of National Statistical Activity". The current PE-SEN, covering the period 2020-2024, was produced after three successive strategic plans, each one with a duration of five years. It is also aligned, with the Government Five Year Plan (PQG 2020-2024), the 2030 Agenda for the Sustainable Development, the 2063 Agenda of African Union and SADC Regional Development Plan.

The PE-SEN 2020-2024 places great emphasis on gender statistics as stated in its Strategic Objective 1: "To produce and disseminate, with quality, demographic, social, vital, economic, governance, gender and environmental issues for planning and monitoring national development programs".

The responsibility for the implementation of the PE-SEN 2020-2024 and for the success of the process lies with all bodies of the NSS.

3.3 Status of the gender statistics system in Mozambique

3.3.1 Introduction

Assessing a gender statistics system entails identifying gender statistics gaps and capacity gaps in data collection, production, dissemination and use of gender statistics in the national statistical system. In this regard, this gender statistics assessment is focused on identifying challenges in five areas: (i) Enabling environment for its functioning; (ii) Main sources of gender statistics; (iii) Gender statistics production; (iv) Coordinating mechanism; and (v) Use, access and dissemination processes among gender machinery in the country.

This section is based on information from the questionnaire gathered during the interviews with ministries and other entities that participated in the survey.

In this assessment report we use the Paris 21's[15] definition of gender statistics. According to this definition gender statistics have the following characteristics:

- data are collected and presented disaggregated by sex as a primary and overall classification;

- data reflect gender issues;

- data are 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 take into account stereotypes and social and cultural factors that may induce gender biases.

3.3.2 Enabling environment

Policy Instruments

Since independence in 1975, the government of Mozambique has been committed to promoting gender equality and women empowerment as demonstrated in various revised constitutions. The

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15   Assessing data and statistical capacity gaps for better gender statistics: Framework and implementation guidelines.

current Constitution (1996) in Articles 35 and 36 enshrines the principles of universality and equal rights between men and women and that of gender equality. It recognizes that "men and women are equal before the law in all areas of political, economic, social and cultural life"[16]. To reflect this principle of equal rights and opportunity between men and women, the government of Mozambique approved in 2018 the Gender Policy and its corresponding Implementation Strategy operationalized in the National Action Plan for the Advancement of Women (PNAM 2018-2024). The PNAM "aims to re-enforce the promotion of gender equality in all spheres of development of the country, adopting a transversal approach to gender dimension, becoming an instrument of inter-sectoral coordination, to ensure gender equality and empowerment of women". The National Action Plan for the Prevention and Combat of Violence against Women (PNCVCM 2018-2021), aiming at "promoting the culture of peace and non-violence based on gender equality, strengthening human rights and fundamental freedoms" also provides an important general statement of commitments of the government to gender equality and empowerment of women. Apart from criminalizing violence against women, the PNCVCM also makes this practice a public crime. Such commitments are also reflected in other national policy instruments such as the Government's Five-Year Program (PQG 2020-2024), operationalized in several sectoral strategic plans and through annual Economic and Social Plan (PES). The PQG, defines as one of its Strategic Objective to "promote gender equality and equity, social inclusion and protection of vulnerable segments of the population".

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, 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 Southern Africa Development Community (SADC) Protocol on Gender and Development; the 2006 African Youth Charter calls on States to develop programs of action provide legal, physical and psychological support to girls and adolescents who have been subjected to violence and abuse so that they can fully integrate into economic and social life; Resolution 61/143, of 19 December 2006, 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 refers to the importance of adopting comprehensive and multidisciplinary action plans for the elimination 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.

Although the PNAM explicitly recognizes the need for evidence-based gender statistics to monitor gender equality as a policy objective[17], there are no laws or regulations specifically governing the collection of gender-relevant data and the production and dissemination of gender statistics. The actual legal framework that currently regulates the national statistical system (SEN), in force since 1996 is found quite outdated and does not specify the establishment and tasks of a gender statistics entity in the national statistical system and does not fully capture the African Charter of Statistics.

The current Strategic Plan of the National Statistical System (PE-SEN 2020-2024) addresses the production of gender statistics as stated in its Strategic Objective 1: "**To produce and disseminate, with quality, demographic, social, vital, economic, governance, *gender* and environmental issues for planning and monitoring national development programs".**

According to national gender frameworks, line ministries are responsible for implementing their own gender mainstreaming activities and per implication collection of the relevant gender data to monitor their activities. The assessment found that of the eight ministries that form part of ONDINE only the Ministries of Health, Education and Human Development, Ministry of Land and Environ-

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16   Constitution of Republic of Mozambique, Article 36.
17   The PNAM states that "The monitoring of the progress of the objectives of the Policy is carried out within the framework of normal planning and monitoring of the sectors and reported in its Balance of Economic and Social Plan (BdPES), using data disaggregated by sex and gender indicators specific to sectoral strategies.

ment have gender strategies, but none of them have an explicit gender statistics strategy.

In the Ministry of Health gender statistics are guided by the 5-year Government plan which includes a set of M&E indicators that are monitored annually through the Economic and Social Plans. Its gender strategy prioritizes men's health, and none of the indicators refer to women, in spite of the sector having a focal area on Reproductive, Maternal, Neonatal, Child and Adolescent Health (RM-NCAH) of primary health care. The Ministry of Education and Human Development has its gender strategy mainstreamed within the new Law of the National System of Education. Education related SDG indicators (SDG4) are part of the M&E framework with sex disaggregated data although not always explicit. The gender strategy of the Ministry of Agriculture the "Estrategia do Genero e Plano de Accao do Sector Agrario 2016-2025", has a M&E framework that could make the task of gender statistics production in the sector easier. However, restructuring of the sector to integrate the rural development component asked for a revision of the strategy. Unfortunately, up to date approval by the management board is yet missing limiting adequate gender statistics production.

In the environment sector the available gender strategy called "Gender Strategy, Environment and Climate Change 2010-2014" was approved by the Council of Ministers in 2010. Its Action Plan was revised in 2014, but due to a lack of funding, its implementation was limited.

Except for MGCAS, all the other ministries that are not part of ODINE and that responded to the survey do not have explicit policies towards women empowerment in general and gender statistics in particular. The MGCAS is guided by National Plan on Women Advancement (PNAM).

The Ministries of Health, Education and Human Development, Agriculture and Rural Development, Gender, Children and Social Action, Justice, Constitutional and Religious Affairs, State Secretariat of Youth and Employment, Institute for the Promotion of Small and Medium Enterprises and Ministry of Culture and Tourism all have defined gender indicators as part of their monitoring and evaluation frameworks. Most of the monitoring of these indicators is done internally, but it is common that ministries with a big donor presence could also be subject to an external audit that may include bilateral and multilateral donors and which reviews monitoring and evaluation reporting. The role of civil society in this process has been limited except in the Education and Human Development and Health Ministries where their presence is more felt.

Infrastructure and human resources

There are no dedicated gender statistics departments or units at INE or any of the other ministries/ entities that responded to the study.

The collection of gender data and the production and dissemination of gender statistics in INE is incorporated in the work of different sectors through focal persons working on a part-time basis, often burdened with too many other responsibilities. There are two focal persons dealing with gender statistics covering the demographic, social and vital statistics domain and two for the economic statistics domain, but there are no regulations that mandate these focal persons within INE to produce gender statistics. The focal persons within the Directorate of Demographic, Social and Vital Statistics (DEMOVIS) are responsible for the compilation and publication of gender statistics from all sectors within and outside INE.

Their tasks in the context of gender statistics can be summarized as follows:

- Control and consolidate the compilation and dissemination of gender statistics via publications and/or INE's website;

- Respond to the requests for gender statistics from national and international users;

- Coordinate the inter-sectoral committee that serves as a venue for discussion on gender statistics.

The responsibilities of focal persons on gender statistics in the economic statistics domain are

limited to sex-disaggregated data on employees already included in the standard economic enterprise surveys and agriculture censuses questionnaires, and it does not necessarily result from a gender-sensitive or gender-responsive perspective. In the agriculture sector, the most recent is the Baseline Agriculture Sector Survey (IBSA). Agriculture census and surveys have been structured to produce data on large and small/medium farms. IBSA has progressed significantly in data collection for the small/medium farms from a gender perspective. Here, data is collected on the household characteristics (household members, age education, agriculture skills, membership of associations, employment outside agriculture, production of specific plants and animals, used tools, access to services that include agriculture assistance, access to other information, access to financial services. The survey recognizes women participation in the sector, with discrimination of access to services such as finances and information (through associations) by women, men and the youth. It also identifies plots managed by different members of the household, and the inputs (fertilizer, irrigation, pesticides, herbicides and manure) they received. However, its family (or household) focus fails to address the important gendered patterns of production, resource use/control, and decision-making in the sector.

They typically lack a clear mandate and have limited influence and experience as they have been appointed in 2017 to respond to requests for gender statistics based on economic data and statistics. Indeed, most of questions in the questionnaire could not get a substantive answer regarding gender statistics production and dissemination from INE's economic statistics domain.

Among line ministries interviewed, only the Ministries of Women, Education and Human Development, Health, Land and Environment (MTA) and the State Secretariat of Youth and Employment (SEJE) have an entity dealing with and working on gender issues on full-time basis but not specifically on gender statistics. Other line ministries and government institutions (MIC, MICULTUR and IPEME) have focal points on gender issues in general, but not specifically on gender statistics.

Whilst the Ministries of Education and Human Development, Health, Agriculture and Rural Development and Institute for Promotion of Small and Medium Enterprises (IPEME) produce gender statistics, MIC and MICULTUR largely rely on statistics produced by INE and other line ministries to fulfil their gender statistics needs.

Funding for gender statistics
Dedicated gender statistics resources in the PE NSS 2020-2024 represents only 0.2% (USD 344,350) of the overall national budget for statistics estimated at USD 170,904,530 for the five-year period. This budget is set only for demographic and social statistics at INE and does not include the economic statistics domain.

The Ministry of Health undertakes important surveys on women and girl health and therefore has some explicit budget items that can be identified as earmarked for gender statistics. None of the other Ministries or entities interviewed had specific budgets or equipment for gender statistics production. This is a surprising outcome for institutions like the Ministry of Agriculture and Rural Development, which do have donor support for statistical development. In the ministries that do produce gender statistics the individuals involved have a maximum of 3 years of experience working with gender statistics. This also essentially refers to data disaggregated by sex. Little experience exists with gender analysis and hardly any gender thematic research has been done in any of these departments. No gender statistics staff has benefited from any training on the matter. Gender dedicated staff members and or focal points have benefitted from some training, but they have had limited influence on the extent to which they can mainstream gender into statistical production.

Relationship with political authorities / political support

Gender equality is widely accepted as a policy objective by the government and in the political arena. This is mentioned in the five-year government plan, and by the existence of politically approved gender policies. There is also political support to develop gender statistics, however at the level of decision-makers within Ministries and more specifically in the areas of planning and monitoring and evaluation.

No information was provided about the existence of political or administrative pressures faced by the NSS during production and dissemination of statistics. The misuse, abuse or misrepresentation of gender statistics is governed by the Law of the National System of Statistics. The following are 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;

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

Gaps and challenges in the enabling environment

As stated in previous paragraphs, the actual national statistical legislation, in force since 1996, has been found to be outdated and does not specify explicitly the INE's task relating to gender statistics production and coordination. The institutional setting and organizational design currently lack an independent gender statistics entity dealing specifically with gender statistics. The National Gender Policy and PNAM obliges all sectors to produce gender statistics. However, within the context of existing challenges the social sector has made more progress than the other sectors.

The fact that the National Statistical System will be revised as stated in the current PE-SEN, provides an excellent opportunity to satisfactorily and in a most inclusive pattern align the legal statistical framework to the actual context, bringing explicitly the production and dissemination of gender statistics in both demographic, social and vital statistics as well as in economic statistics.

In the context of the enabling environment, several challenges that hinder the production of gender statistics could also be identified within INE and line ministries interviewed:

- Lack of a dedicated unit within INE with a mandate of producing especially gender statistics. The focal persons on gender statistics work on a part-time basis and is often burdened with too many other responsibilities.

- There is no general nor any sectoral gender statistics plans and strategies in place. Some ministries have monitoring and evaluation plans in place, but not specific strategies around the resources required and collection and use of the data.

- The mandate for producing gender statistics in economic statistics area within INE is lacking. This gives a limited space to advance economic gender data production and indeed generating evidence to advance gender issues in the economic sphere;

- The coordination role by MGCAS is not as strong as it should be.

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

- Most gender focal persons within line ministries have little background on gender statistics as most of them have never attended a training on gender statistics. Staff rotation worsen the situation as those who may have been trained are lost.

- Insufficient financial resources to gender statistics production and dissemination.

- Few if any public information campaigns to promote the uptake and use of gender statistics among line ministries.

- Limited gender statistics-related professional meetings, workshops and training events at national and international level that have been exacerbated by the advent of Covid-19 in the last 12 months.

- Lack of technical capacity to produce and disseminate gender statistics.

- Lack of gender statistics sectoral committee that coordinate the production and dissemination of gender statistics.

- There is a need to align the national normative frameworks where they exist to the UNECA guidelines of good practices in gender statistics.

- There are no normative frameworks and strategies in place around the technologies and resources used for the production of gender statistics.

3.3.3 Production of gender statistics

Basis for gender statistics production

As pointed out in the previous section, the constitution of Mozambique 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 the international and regional treaty reporting requirements.

In 2020 the Government of Mozambique approved the National SDG Indicator Framework (NIF) which includes 19 gender-specific indicators as part of the 141 indicators adopted for the domesticated SDG indicator framework. Sixteen of the 19 gender indicators are actually currently available.

Recent developments have allowed for the definition of a set of gender related SDG indicators to be part of the QNI. SDGs 4 and 5 are now integrated as part of the process and they will continue to be monitored in instruments such as for example the Voluntary National Review Report for Agenda 2030 for Mozambique and the country report on the Implementation of the Beijing Declaration and Platform of Action[18]. This does not mean though that gender data availability is satisfactory.

During an exercise done by the consultants to harmonize and integrate all these indicator sets, it was found that there are a total of 165 gender responsive indicators. Hundred and fifty-three are quantitative indicators, 101 of which are SDG related. Fifty-one are not SDG related at all and belonged to the national M&E framework of the National Plan on Women Advancement (PNAM) and the PES matrices. The qualitative set consisted of 12 indicators with 6 sub-indicators.

By area of intervention, most SDG indicators (26) are grouped under Economic structures, participation in productive activities and access to resources; this is followed by Education which had 19 indicators. The remaining indicators cover health (15), public life issues (7), girls and women human rights (16), poverty and wellbeing (13) and other indicators (5).

As can be seen from the table 2 below, there still exists important gaps in the availability of gender sensitive data. Of the 101 SDG indicators 45 have been produced by different data production sectors either delegate members of the NSS or not[19]. Twelve indicators are partially monitored in the sense that they only provide part of the demanded information. 44 indicators are not monitored

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18   Republic of Mozambique (2020) and Republic of Mozambique (2019).
19   For instance, the Ministry of economy and Finance produce poverty estimations, despite not being a delegated member of the NSS.

yet. This represents a large data gap needing to be filled to provide the necessary data for planning, project implementation as well as advocacy campaigns and monitoring and evaluation. Please see annex 5 for a detailed review of the situation of each of the SDG gender indicators.

Table 2. Number of SDG Indicators and their current monitoring status

Area	Number of Indicators	Situation
Economic structures, participation in productive activities and access to resources	26	12 monitored, 1 partially, 13 not monitored
Education	19	6 monitored, 13 not monitored
Health	15	10 monitored, 1 partially, 4 not monitored
Public Life	7	3 monitored, 1 partially, 3 not monitored
Human Rights	16	8 monitored, 5 partially, 3 not monitored
Poverty	13	6 monitored, 3 partially, 4 not monitored
Other	5	0 monitored, 1 partially, 4 not monitored
Total	101	45 monitored, 12 partially, 44 not monitored

For those 41 indicators which are not being monitored yet, a quick evaluation of the work needed to produce them suggests that 20 of the indicators could be relatively easily produced, 18 need some extra effort, and 2 need lots of effort to be produced. Only one indicator is considered very difficult to produce as summarized in Table 3 below.

Table 3. Number of indicators from the integrated indicator framework currently not monitored per sector and the potential of them being monitored

Area/Sector	Easily viable	Viable with Effort	Viable with lots of effort	Very Difficult
Economic structures, participation in productive activities and access to resources	7	4	2	0
Education	9	4	0	0
Health	3	1	0	0
Public Life	0	1	0	0
Human Rights	0	2	0	0
Poverty	1	3	0	0
Other	0	3	0	1
Total	20	18	2	1

Of those SDG indicators which are already being monitored, 22 are being monitored by the "Plano Economico e Social (PES)[20]". The National Plan on Women Advancement (PNAM) is only covering 18 of the surveyed indicators, of which 12 are being monitored and 6 not monitored. Only 13 of the gender related SDG indicators can be considered part of the National Framework Indicators (QNI) - falling essentially under SDG 4 and 5. Unfortunately, they only cover 12.9% of the 101 defined gender indicators.

Table 4 shows the major data sources for these gender related SDG statistics. They concern mostly the population and agriculture census, the household budget survey, the health surveys and administrative data. For each indicator's data source, please see Annex 6.

Table 4. Potential data sources for indicators from the integrated indicator framework currently not

20 Ministério da Economia e Finanças (2020), Plano Economico e Social – 2021, Maputo: MEF.

Area	Data Sources
Economic structures, participation in productive activities and access to resources	Population Census (1997, 2007, 2017) and reports; Household budget surveys (1996/7, 2008/9, 2014/15 reports, the 2021 the Baseline Agriculture Sector Survey (IBSA), Anuario de Estatisticas agrarias 2015.
Education	Population Census reports, INE's Household Budget surveys based reports, MINEDH's Intake and performance reports ("Levantamento Escolar" and "Aproveitamento Escolar"), and online data.
Health	The Demographic and Health (DHS) Survey; the Immunization, malaria, and HIV/Aids Indicators Survey (IMASIDA), The Multi Indicator Custer Survey (MICS), Population census, Household Budget surveys, MISAU's administrative data
Public Life	Government reports (PNAM)
Women Human Rights	Reports of the Demographic and Health (DHS) Survey; the Immunization, malaria, and HIV/Aids Indicators Survey (IMASIDA), the Multi Indicator Custer Survey (MICS), Population Census report, Household Budget surveys, MISAU's administrative data
Poverty	Poverty and wellbeing report (1996/7, 2008/9, 2014/15, 2019/20), poverty profile section.

Agenda 2030 is probably the one international treaty with the most strenuous reporting requirements. There are however also other gender indicator sets that are of regional and global importance. These are: (i) The 54 CSW64 related indicators[21], the ii) 52 indicators that seems to coincide with the Paris 21 Framework or the United Nations Statistics Division "Global Minimum Set of Gender Indicators", and the iii) Minimum Set of Gender Indicators for Africa (MSGIA)[22].

The CSW report requires 68 indicators. Of these, only 29 indicators are being monitored and 9 are currently partially monitored. The large majority, 30 indicators, are not monitored yet in Mozambique. The MSGIA has 85 indicators of which 38 are being monitored and 10 are partially monitored. A total of 37 indicators of this set are currently not being monitored. 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.

Mapping done by the consultants using existing national and international indicator frameworks (Annex 4), indicate that Mozambique currently monitors 61% of the 184 indicators for monitoring the progress towards gender equality and women empowerment. These indicators represent a set of data requirements for national or international monitoring purposes, irrespective of whether it is possible to currently measure them or not.

On this list of 184 indicators there are 19 that are not currently monitored but are feasible to produce and another 20 indicators that will only be possible to produce with great effort.

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21 UN Women. https://www.unwomen.org/en/csw/csw64-2020/preparations
22 Available from https://data.unwomen.org/publications/minimum-set-gender-indicators-africa-phase-iv-report

Producers of gender statistics

The National Statistical Institute (INE) and its Delegated Organs (ODINE) are the main institutions responsible for data collection, production and dissemination of official statistics in the country and, although there is no specific legal provision that specify the INE's task relating to gender statistics production and coordination, they play an important role as well in the production and dissemination gender statistics. INE in partnership with its delegated organs has implemented three consecutive population censuses and several household sample-based surveys which together represent a vital pool of information to produce gender statistics for national monitoring and international gender treaty reporting requirements such as SDG, CEDAW, UA 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 INE, the following institutions were found to be collecting sex-disaggregated data and producing gender statistics:

i. Bank of Mozambique - Data on financial inclusion;

ii. Ministry of Labour and Social Security – Administrative data on labor and employment;

iii. Ministry of Culture and Tourism - Data on tourism and culture;

iv. Ministry of Land and Environment - Data on tenure and environment.

v. Ministry of Economy and Finance – data on poverty and other wellbeing related indicators

vi. Ministry of Agriculture and Rural Development –Data on agriculture production and productivity, access to agriculture services, including technology, finance and markets.

vii. Ministry of Heath – Survey based data on mother, child and adolescent health, Gender-based violence, access to and quality of health services, HIV and AIDS, anemia, malaria and various administrative indicators through its Health Information System (HIS).

viii. Ministry of Education – The Ministry undertakes 2 major surveys: one at the beginning of the year with intake data (enrolled students and teachers), and another at the end of the year on the academic year performance. These form the basis of its administrative data system.

ix. Ministries of Gender, Interior, Justice: administrative data on social assistance child pre-school education; violence against women and girls; births and deaths registrations, legal assistance, number of judges by sex, people in penitentiary services.

x. Ministry of Labour: Administrative data on Sickness allowance, Death allowance, Old age Pension, Disability Pension, Survival Pension, Old age allowance; Hospital admission allowance

Data availability/quality assurance

Government entities have had no difficulties accessing data as internal connections are strong. However, there has been some concern about the level of Geography at which INE's data is provided. Except for Census, most other data collections report at national and provincial level. Little information is provided at district level and below where such information is much needed for planning and monitoring purposes. This decreases the relevance of many of these surveys. For the data at national level, most of it is provided in such a way that it is difficult to access and use the actual numbers. An example of this is the data on women entrepreneurs for which the Census and survey data always only show the percentages.

There is also concern about data availability on gender-based power relations and economic welfare among members of the same household; and on gendered wage differentials among different employment strata in the private sector.

Other data quality issues have been mentioned by both government and other users of gender data and statistics during the consultations that formed part of this assessment. Government users were mostly concerned about accuracy and timeliness. Data users mention that INE concentrate too much on statistical and data collection activities and has no time or enough manpower to check the accuracy of the data. If INE delegated more of its activities, then other members of NSS could not only go deeper in data collection but also alleviate INE's burden. The timeliness concern relate to the time INE takes to publish data after Census and surveys. An additional issue is the level of complexity of concepts. Some publications do not include the necessary concepts, acronyms that will make it easy to understand the data.

Users with no strong partnership with Government institutions also expressed having problems accessing data produced by INE and Ministries. This usually occurs in situations where there has been limited data sharing and communication activities either by the statistics department or by the gender department, where it exists. According to the ministries and other entities interviewed, no consultations have been undertaken to evaluate data needs, data quality, research scope and research outcomes. In fact, data quality is mostly questioned when it comes to the specific monitoring of programs.

Additionally, there is no notice on any of the assessments to indicate whether the data production processes were gender responsive/sensitive. Gender Data production follow general statistics production procedures. No specific mention has also been made to international standards and guidelines for gender statistics, such as definitions and classifications, data collection methods, question modules, estimation techniques, etc.. Furthermore, no assessments of the quality of gender statistics have been carried out, and no plans are in place that purpose. Indeed, a national quality assurance framework for statistics in general is lacking. INE monitors the quality and use of gender data from administrative sources when using it for publications.

Gender mainstreaming in production processes

Regarding statistical production by the ministries, including the ODINEs, the involvement of INE in questionnaire and sampling designing is required by law. As stated in Article 10 of Regulation of the Law 7/96 of the NSS "No central government institution or local authorities, or any other public entity (except the BM), can carry out any statistical surveys without prior authorization from INE in its capacity as central executive body of the SEN"23.

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

- The justification for the need to carry out the survey and the 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 the quality control of the data collected, whether carried out either manually or computerized;

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

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

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23   *Artigo 10 o Regulamento da Lei 7/96 de 5 de Julho.*

When surveys are undertaken by ODINEs and other ministries, INE should therefore be involved (as per regulations cited above). 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, such as 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 nor taken into consideration. Although surveys like IOF allow for a certain level of gender analysis, reports hardly show a gender dimension of wellbeing. For example, the only information made available during poverty analysis, is poverty incidence by sex of the household head.

When surveys are undertaken by INE itself, data users are invited to participate in the questionnaire design. During past data collection initiatives at INE gender focal points are involved in data collection, analysis and reporting, but in many cases they are excluded in the design of the questionnaires because they lack the technical capacity. No specific exercise has been conducted to review all questionnaires implemented by INE for gender responsiveness.

Finally, in response to the African Charter of Statistics, for any statistical operation that INE or any ODINE may want to carry out, the involvement of users is mandatory to take their needs into account.

Impact of COVID-19 in the production, dissemination and use of statistics

Like in most other countries, COVID-19 has had an impact on data collection in Mozambique. 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 has also turned impossible any field work attempt. This has been exacerbated by lack of an autonomous on-line system of data entry and statistical production.

The production of statistics in general and gender statistics in particular have 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 re-prioritization of budget allocations;

The only specific type of gender statistics that have been identified as being negatively affected by COVID-19 is the collection of data on sexual and reproductive health of vulnerable women.

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

- Training the producers on estimation techniques that will enable them to fill the gaps created by low response rates;

- Sensitize data producers and suppliers in using information and communication technologies (ICT) for data collection and sharing;

- Collect granular information or micro-data, which would imply strengthening the capacities of data suppliers (government service suppliers such as courts, social assistance and security, health units (this is already happening), schools, financial institutions, and the capacity of central bank in terms of processing and managing large amounts of data;

- Organize interdisciplinary research groups linked to gender issues;

- If gender data production/management is done by more than one person in each institution, the absence of one will still allow the other to respond. The development of an on-line system of data collection and production of statistics is needed.

3.3.4 Main sources of gender statistics

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

   i. Administrative records collected from line ministries and other institutions

   ii. Censuses conducted by INE and the Ministry of Agriculture

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

Table 5 below summarizes the main Census and household sample-based surveys and administrative records used to produce statistics in general and constitute the main sources for gender data and statistics.

Table 5. Main data sources of gender statistics in the NSS

Name of Source	Frequency	Responsible Institutions	Year of next collection
1. Censuses			
1.1 Population and Housing Census	1977; 2007; 2017	INE	2027
1.2 Agricultural and Livestock census	2000; 2014	INE & MADER	2021
1.3 Enterprise Census (CEMPRE)	2014/15	INE	Not known
2. Household Sample-based Surveys			
2.1 Living Standards Survey (IOF)	1996/7; 2003/4; 2008/9; 20014/15; 2019/20	INE	2022/23
2.2 Demographic and Health Survey (DHS)	2011	INE & MISAU	2021/22
2.3 Labor Force Survey (IFTRAB)	2004/5	INE & MTSS	2021/22???
2.5 Multiple Indicator Cluster Survey (MICS)	2008	INE & MISAU	2021/22[24]
2.6 Indicators of Immunization, Malaria and HIV/AIDS (IMASIDA)	2009/2015	INE & MISAU	2021[25] INSIDA
2.7 Baseline Agriculture Sector Survey (IBSA)	2020/2021	MADER	Not known
3. Administrative records			
3.1 Business Register	Updated annually	INE	Continuous
3.2 Financial institutions database	Updated annually	Bank of Mozambique	Continuous

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24 UNICEF will finance three modules to be included in DHS: Modules on Child discipline; Child functioning; and on Disabilities;
25 It will exclude malaria reverting to its original form of INSIDA

Name of Source	Frequency	Responsible Institutions	Year of next collection
3.3 Notary and registry services, criminal related interventions	Updated annually	Ministry of Justice, Constitutional matters and religious Affairs	Continuous
3.4 Beneficiaries of social assistance programs and social security schemes	Updated annually	Ministry of Labor	Continuous
3.5 Professional training and employment creation	Updated annually	Secretaria do Juventude e Despostos	Continuous
3.6 Health Information System	Updated continually	Ministry of Health	Continuous
3.7 School Intake Survey	Updated annually	Ministry of Education and Human Development	Annually
3.8 School Performance Survey	Updated annually	Ministry of Education and Human Development	Annually

The above data sources represent a vital pool of information to produce gender statistics for monitoring national and international gender treaty commitments. However, assessing data gaps will be greatly facilitated if it is based on an agreed framework of gender-specific indicators. As stated in previous sections, although the National Action Plan for the Advancement of Women explicitly recognizes the need for evidence-based gender statistics to monitor gender equality and women empowerment as a policy objective, there is no evidence that the government has approved a monitoring framework to track these national gender equality goals. What follows is a short description of data sources identified in Table 5.

General population and housing census

The general population and housing Census (RGPH) constitute the major data source for most demographics, social and vital statistics as well as employment statistics and is a valuable source of information for gender statistics as well. In Mozambique, this statistical operation is conducted every 10 years and since 1997, three population Censuses have been conducted. In the last RGPH, in an effort to measure the level of financial inclusion as well as profile the population in the financial inclusion dimension, apart from the standard Census questionnaire, it included, for the first time, four financial inclusion questions. In this regard, in the context of this assessment, the RGPH constitute an important source not only for gender statistics indicators related to employment, education, health, ownership of assets, etc., but also for indicators on financial inclusion such as "Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider, by sex". One of the drawbacks of this important data source for many indicators is that it is costly, it is only available with time lag of at least ten years and has some limited disaggregating elements in the questionnaire such as by disabilities, but it is essential source for providing detailed data on areas and groups and they serve as the basis for survey sampling.

Household budget survey

The household budget surveys (IOF), is a nationally representative household consumption survey. It is designed to collect data on income and expenses and other socio-economic and demographic characteristics of the population. In Mozambique, the IOF has been conducted every five years since 1996, the last being the one conducted in 2019/2020. It represents a very rich database with multiple potential uses including source for calculating gender statistics indicators related to employment, education and health. Unlike the RGPH, the household sample-based surveys are less costly, their results are only representative up to the provincial geographic dimension including urban and rural area of residence, but still produce reliable results.

The IOF presents some limited disaggregating elements in the questionnaire. In the era of SDG, addressing gender statistics data needs, requires evaluating data based not only on disaggregation elements such as sex and age group, but also on disabilities and others which are lacking in the current survey questionnaire whose data could allow for calculating gender statistics indicator such as "**Unemployment rate, by sex, age and persons with disabilities**". It also constitutes an alternative source of data (due to it periodicity and the ability to disaggregate data by individual and household characteristics) to calculate the gender statistics indicators such as "**Gross enrolment ratio in primary, secondary and tertiary education, by sex**"; "**Net enrolment rate by sex and age in basic and tertiary education**" and "**Youth literacy rate of persons (15-24 years), by sex**".

Demographic and health survey

The demographic and health survey (DHS) is a household survey designed to collect information on fertility, maternal and child health, and other characteristics of the target population (level of schooling; access to media; occupation; religion; housing conditions etc.). In addition to these topics traditionally investigated in DHS, new topics such as domestic violence, prevalence of malaria and anemia in women of reproductive age and in children under 5 years were also included. In Mozambique, the DHS is conducted by the National Statistical Institute (INE) in partnership with Ministry of Health and technical support of ICF International/MEASURE DHS program.

The data collected by this survey can be used to calculate several gender statistics indicators such as for example "**Under-five mortality rate, by sex**"; "**Maternal mortality ratio**"; "**Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods**" and "**Proportion of households with access to mass media (radio, television, Internet), by sex of household head**". The survey, constitute also an alternative source for collecting data to calculate gender educational indicators such as "**Primary education completion rate (proxy), by sex**" and "**Gross graduation ratio from lower secondary education, by sex**".

Like the RGPH and IOF, the DHS has limited disaggregating elements in the questionnaire such as for example by disability status and it has been more than 10 years since the last survey was conducted.

The Baseline Agriculture Sector Survey (IBSA)

Agriculture census and surveys have been structured to produce data on large and small/medium farms. IBSA has progressed significantly in data collection for the small/medium farms from a gender perspective. Here, data is collected on the household characteristics (household members, age education, agriculture skills, membership of associations, employment outside agriculture, production of specific plants and animals, used tools, access to services that include agriculture assistance, access to other information, access to financial services. The survey recognizes women participation in the sector, with discrimination of access to services such as finances and information (through associations) by women, men and the youth. It also identifies plots managed by different members of the household, and the inputs (fertilizer, irrigation, pesticides, herbicides and manure) they received. However, its family (or household) focus fails to address the important gendered patterns of production, resource use/control, and decision-making in the sector.

Examples of these problems include:

One person responds to the questionnaire. If it will be the men responding to it, he will hardly be able to identify women's production characteristics;

By not identifying who takes other jobs outside the household it ignores that it is women who under duress provides unpaid labor e.g. doing domestic worker in exchange for basic means of survival such as for example food.

Production and sales of agricultural produce data are no longer collected by plot, but per crop within the household. This makes it impossible to know how and what women are producing, what their revenues are and the extent to which they can control these revenues. Reports from women in agribusiness has shown that while production responsibilities can be shared within the household, men do most of the selling, especially when it is done in distant markets. Women have claimed that men take crops from different houses, and they don't bring back home the fair value of sales, while men say that "I had to repay the debts, I lost the money, the price was lower". Despite of what they say they may have used the money for another household or to buy non-essential goods such as alcoholic drinks. Better gender analysis only occurs when the household is headed by women. This is the first time the agricultural survey enables such detailed gender analysis. The results of this collection is not yet in the public domain as data collection is continuous and have not yet been completed for this round.

Labour force survey

The Labour Force Survey (IFTRAB) is a household sample-based survey designed specifically for collecting information about the workforce in the country. This survey, the first of its kind conducted in the country in 2004/5, provides the government and other institutions with national and international statistical data about the workforce in Mozambique. It is also an important instrument for the elaboration of concrete sectoral development plans, especially in terms of the workforce. The survey collected data to estimate the level of employment, unemployment and underemployment and it provides data that allow the characterization of the economically active population according to the type occupation, industry, work-hours, etc. However, the lack of disaggregation elements such as for example disability status and by occupation make it necessary for calculating "**Gender gap in wages, by occupation, age and persons with disabilities**".

Indicators of immunization, malaria and HIV/AIDS

The survey on Indicators of Immunization, Malaria and HIV/AIDS (IMASIDA) is the second population-based survey in the country designed to collect data on fertility, teenage pregnancy and motherhood, prevalence of malaria and anemia in children, knowledge, attitudes and behavior in relation to HIV/AIDS, coverage of HIV testing services, HIV prevalence and other social indicators such as access to clean water, basic sanitation, education or school attendance, employment, age at first union and first sexual intercourse, empowerment of women and gender-based violence. It is based on spectrum modelling of household or key population with HIV incidence-testing data. IMASIDA is a modified version of INSIDA - Indicators of Immunization and HIV/AIDS survey, following the inclusion of malaria dimension. Part of data collected can be used for the calculation of gender indicators such as "**Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods**", "**Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations**" and "**Access to anti-retroviral drug, by sex**".

FinScope Mozambique survey

FinScope Consumer Surveys are comprehensive representative cross-sectional studies of adult Mozambicans concerning their livelihoods, financial behavior, familiarity with financial terminology and their take-up and usage of financial services to serve identified needs. The key objective of FinScope is to provide the current status of the adult population (across demographics and geographical distributions) regarding the level of financial inclusion (i.e. levels of access to financial products

and services - both formal and informal), the landscape of access (i.e. the type of products and services used by financially included individuals), the drivers of, and barriers to financial access as well as identifying their needs[26]. Mozambique has enjoyed three waves of nationally representative financial inclusion surveys following the baseline of 2009 and repeats of 2014 and 2019. The data collected by this survey is used to collect gender statistics such as for example "**Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider, by sex**".

Time use survey

A time-use survey was once conducted more than 15 years ago. It appeared that the data could not be used due to survey design and perhaps data collection short comes. One of the problems with the data seems to have been that time-use added up to more than 24 hours in many instances. More information is needed to make a judgement as to whether it may still be worthwhile to analyze this dataset in lieu of resources to conduct another survey.

Administrative records

Administrative records are 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. and are also important as they can provide data at lower geographic levels and are potentially more current than survey data. In Mozambique, 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.

In the context of this assessment, all the institutions interviewed indicated that they were using administrative records for producing statistics in general. This includes gender statistics, such as for example financial inclusion statistics by the Bank of Mozambique, labour and employment statistics by the MTSS, land tenure and environment statistics by MTA, tourism and culture statistics by MICULTUR and employment for young people statistics by SEJE. IPEME produces administrative data that can be disaggregated by sex on program participation and capacity building of beneficiaries.

The most comprehensive administrative gender statistics are produced by the Ministries of Health and Education and Human Development.

The Ministry of Heath produces administrative data on:

- ·• Maternal deaths and in-hospital maternal mortality ratio;

- • Neonatal mortality rates;

- • Coverage rate for prenatal consultations and compliance rate;

- • Coverage rate for institutional births;

- • Coverage rate of postpartum consultation;

- • Coverage rate of new users in modern family planning methods;

- • Teenagers (15-19 years old) contraception rate;

- • HIV + adults receiving into retroviral treatment;

- • HIV + children receiving anti-retroviral treatment;

- • Pregnant women who had a first HIV test in the last 12 months at a pre-natal centers;

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- HIV + pregnant women who received into retroviral medications in the past 12 months to reduce the risk of mother-to-child transmission at a pre-natal centers;

- Number of users advised and tested for HIV;

- Pregnant women receiving malaria prophylaxis according to the national protocol among users of pre-natal centers;

- Pregnant women receiving long-term insecticide-treated mosquito nets at pre-natal centers;

- Coverage rate of cervical cancer screening in family planning consultations.

The Ministry of Education undertakes two major surveys which form the basis of their administrative data system. The first is conducted at the beginning of the year focusing on intake data (enrolled students and teachers), and a second is conducted at the end of the calendar year and measures academic performance.

The **Education intake survey** provides the following data:

- Nominal list and summary of schools by district, province and level of education;

- Number of orphaned students by sex, district and province;

- Number of students by class, sex, district, province and level of education;

- Number of students by class, sex, school, district, province and level of education;

- Number of students by age, sex, class, district, province and level of education;

- Number of second cycle of secondary education teachers by sex, and training field;

- Number of classrooms by level of education, district and province;

- Number of teachers by sex, type of pedagogic training, district, province and level of education;

The **Education Performance Survey** provides information on:

- Educational performance – number of literate and other students by the end of the year and approved;

- Number of approved students by class, district, province and level of education;

- Number of graduated students by class, district., province and level of education.

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 are not currently available. From the data mapping, about 61% of the indicators have data collected at least once and therefore, are monitored and 11% are only partially monitored. Of the indicators that are not monitored (36), either are easily feasible (13%)27 or are feasible with great effort (20%)28.

- Many indicators are not well covered by the existing data sources as some of their dimensions (disabilities, occupation) are not captured, or existing data is not systematically compiled;

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27 Indicators whose compilation is possible with the resources currently available (or with a small increase) and with the data already available. However, some additional external technical assistance (mainly consulting services on methodology for calculating the indicator
28 Indicator whose compilation is possible only if moderate or high levels of additional resources are made available and additional external assistance is needed

- Some indicators require data from surveys that either have never been conducted (Time-use, VAW) or have a time lag of more than 10 years since they were conducted (DHS, Labour force and Informal surveys). This might be attributed to donor funding dependency exacerbated by the international financial crisis and the pandemic Covid-19;

- Some data sources for calculating gender indicators are not well aligned with gender indicators, thus requiring that the data collection instruments be improved to make them gender-sensitive;

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

3.3.5 Coordinating mechanism

The National Action Plan for the Advancement of Women (PNAM) is the practical side of the gender policies whose action will be integrated in the Economic and Social Plans, in the plans and budget of the different public institutions, private sector, academia, civil society organizations, religious and professional organizations. PNAM does recognize that one of the actions necessary to integrate a gender perspective into policies, strategies, plans and budget is the production and dissemination of gender statistics. It also highlights the important role of the National Statistical System and its governing body, the National Statistical Institute have to play in the production, coordination and dissemination of official statistics. The monitoring and evaluation of the PNAM is being done through the Balance of Economic and Social Plan and through the annual report compiled by MGCAS who has overall responsibility for coordinating gender interventions. However, MGCAS needs to strengthen its coordination role to ensure that INE and line ministries have the necessary data for reporting and M&E in its different contexts (CSW, Regional and national reports).

There are several groupings in Mozambique tasked with the coordination of gender related work. These include: the 'Conselho Tecnico para o Avanco da Mulher' as well as the Gender Coordination group. The latter involves donor communities, NGOs, Academia, groups on interest, whilst the former includes the institutions responsible for the implementation of the PNAM. Other than defining policies and action plans this group ensures that the plan is implemented and resources are available for that purpose. 'Conselho Tecnico para o Avanco da Mulher' is coordinated by MCGAS. The latter has been facing a shortage of skilled staff able to deal with statistics. The training or recruitment of capable staff will be the key to success in delivery of the gender statistics agenda. MGCAS submitted the 13 QNI indicators that are used for SDG reporting. This was done based on a request from the coordinators of SDG related data to reduce the number of indicators, as previous submission had too many indicators.

In practice most of the coordination among institutions with regards to gender data and statistics has been focused around INE who guarantees that the statistics that have been produced are unbiased and representative. However, INE still needs the MGCAS in order to be familiarized with the different gender reporting frameworks. For the delegated institutions, those who can implement Census and surveys (such as the Ministries of Agriculture, Health, and Education), coordination with INE has included partnership in sampling design, and survey implementation. For non-delegated institutions, coordination has been in data collection for dissemination in formats such as the Statistical Yearbook, the Women and Men in Statistics, and the Territorial Statistics. However, for specific common projects among institutions data has been shared. This is the case of the program on Gender-Based Violence that is run between the Ministries of Gender, Interior, Justice and Health.

So far, at the level of the interviewed institutions no plan was mentioned to undertake any actions aimed at improving gender statistics. While for the overall SDGs monitoring and evaluation framework there has been as 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 toward common goal

- Undertaking multipronged interventions or programs, such as SPARS (Supervision, Performance Assessment, and Recognition Strategy).

The gender group has not progressed in relation to that point, despite the existence of several reference documents and its indicators. Defining coordination priorities could be the starting point that harmonize the gender statistics work INE, the MGCAS and other relevant line ministries and stakeholders. INE has played an important role is gender statistics production, but MGCAS should be the ultimate institution guiding every relevant stakeholder such that data availability responded to everyone's needs.

Future gender data production plans

Most of the expected plans concern the monitoring of the SDG's under INE coordination. As such institutions like the Ministry of Education has produced its statistical development plan (the 'Plano Nacional para o Desenvolvimento da Estatisticas da Educação') and its national framework for education indicators. The Ministry of Justice, Constitutional and Religious Affairs soon expects the approval of its data collection framework. The MGCAS has the bigger challenge of enhancing its data collection to sub-provincial levels while it enhances the structuring of its statistics department, now attached to the planning directorate. Statistics Focal points would like to benefit from training on:

- 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

- Ways of analysing gender statistics

The environment of gender statistics production at national level has changed. Line ministries would like to enhance their statistical framework that include establishment of a statistics department with proper equipment, human resources and budgets. The on-line system fed by the primary source/service provider means that staff at district levels must be trained for that statistical role. No published strategic plan on gender data and statistics was mentioned by the interviewed institutions.

3.3.6 Use, access and dissemination of gender data and statistics

User perspective

National gender statistics users (including the media, civil society organizations and donor community) see gender equality as a policy priority. Some of them have their development programs particularly focused on gender (like for example the Canada High Commission, the 'Fundação para o Desenvolvimento comunitario, Movimento Mocambicano da Mulher Rural, Centro de Estudos do Gênero' amongst others). These organizations do approach the NSS in relation to gender statistics, mostly looking for data. They use the data for:

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

- Analysis of trends for longer-term policy formulation

- Monitoring of existing government policies

- Highlight gender issues

- Targeting beneficiaries of programmes

- Research purposes

None of the interviewed institutions mentioned having promoted or attended an event to promote the use of gender statistics. However, it is known that INE has organized workshops on gender statistics in addition to the launch events for their flagship publication. UN Women has also supported national participation in international initiatives on the matter.

Innovation, Communication and transparency

Efforts have increased during the past five years to improve the availability of gender statistics indicators within the National Statistical System, particularly within INE, and its Delegated Organs such as MINEDH, MISAU, MADER, and MTSS. The Bank of Mozambique with a mandate of compilation of monetary, exchange rate and Balance of Payments statistics, also compile some gender statistics to respond national and international monitoring requirements. In the context of SDG National Indicator Framework, the BM is responsible for compiling and reporting on the "Percentage of adults (15 years and over) (a) with a bank account in a bank or other financial institution, or (b) with a mobile financial service provider by sex". Other indicators that might be disaggregated by sex include "Number of subscribers of electronic money by sex", "Percentage of population aged 15 year and over with credit cards; debit cards by sex". Most of statistics produced by INE and the BM, can be found on their respective websites.

Other delegated institutions (ONDINE- Health, Education and Human Development and Agriculture) also have websites where gender statistics are also available. However, it is not singled out as a specific domain. Data published by these ministries do present concepts to help interpret the information. No other form of sharing gender statistics besides INE is known. To improve availability, accessibility and use of gender statistics a promotion plan could be considered.

In this assessment, users from academia (UJC and UP), private sector (CTA) and line ministries (MTSS, MICULTUR, MIC, MTA and SEJE) as well as the Bank of Mozambique have all declared to be using gender statistics produced either by INE, some line ministries referred above with a mandate of producing official statistics, or from International organizations and media. The non-government users declared that they use gender statistics for "analysis of current developments for short-term decision-making mainly in terms of how and why to integrate gender issues into institutional or national development processes", "to monitor the existing government policies, such as the level of implementation of Resolution 1325 and other instruments of gender equality and women empowerment", "to highlight gender issues and for research purposes".

However, as shown in Figure 7, although they consider the available gender statistics in the country to be relevant for planning and policy-making, their accuracy with a rating of 2, timeliness, accessibility and user-friendliness with a rating of 3 each out of 5, need further improvement.

Most of the available statistics on gender specific issues, regardless of its source, are consolidated in a publication by MGCAS entitled "Perfil de Genero em Moçambique" or by INE entitled: "Mulheres e Homens em Moçambique" or in publications by the Ministries of Health and Education and Human Development.

The purpose of the MGCAS publication is to "analyze the current situation, identify the constraints and opportunities for the effective promotion of gender equality and the empowerment of women and girls, and to propose concrete actions to advance in the field of social equality, economic and political situation in the country". It identifies the main factors that limit the empowerment and effective participation of women in the different spheres of society, identifying the sectors and intermediate spaces that need to be the focus of concrete and coordinated interventions to allow changes to happen.

Figure 7: Quality assessment of gender statistics
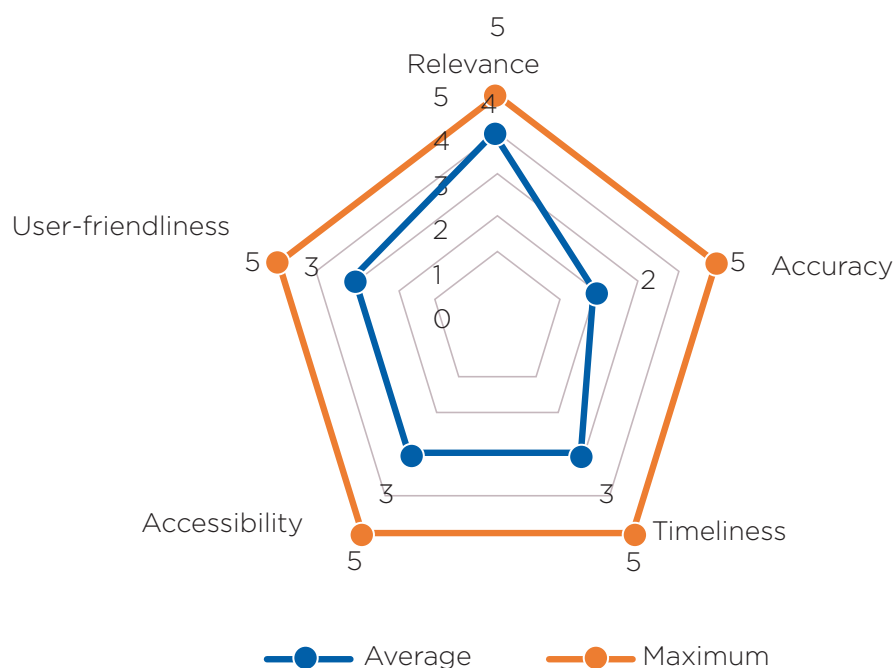
The aim of INE's publication is to provide statistics disaggregated by sex in different thematic areas such as for example education, employment, demography etc. However, this publication has some practical limitations that are worth to be highlighted:

- Most of the indicators that are included in this publication are not part of the monitoring framework of any national policy and it will benefit from the inclusion of statistical tables that also respond to the national M&E framework;

- The indicators also do not speak to international indicator reporting requirements. This will require the addition of tables in the annexure and will greatly enhance the availability of statistics for reporting purposes.

Users of gender statistics have identified several topics or subjects that require more coverage in terms of gender statistics currently published by INE, line ministries and other institutions. These include:
- More data at lower levels of geography
- Participation of women in the defense and security sector
- The impact of conflicts on gender relationships
- The impact of conflicts and climate change on the lives of women and girls
- Circumstances around child marriage
- Youth and employment - Statistics of young businesswoman
- The gendered Intra household economic power by type of communities
- Gendered wage differential among different employment strata in the private sector

As mentioned in the section on data production, COVID-19 not only had an impact on the production of gender data and statistics, but also on its dissemination and use. The primary impact has been on the availability of data, especially for sexually reproductive and health statistics. With limited or no production of these statistics limited dissemination and use was possible.

4 Conclusions and recommendations

4.1   Introduction

This chapter summarises 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 national statistical system. Like the previous chapter, it is organized along the following sub-headings: (i) Enabling environment for its functioning; (ii) Main sources of gender statistics; (iii) Gender statistics production; (iv) Coordinating mechanism; and (v) Use, access and dissemination processes.

4.2 Enabling environment

- The findings related to the enabling environment to produce gender statistics indicate that although the policy instruments recognize the need for evidence-based gender statistics to monitor gender equality and women empowerment, there are no laws or regulations explicitly governing the collection of gender-relevant data, its production and dissemination of gender statistics. The actual national statistical legislation, in force since 1996 is outdated and does not specify the establishment and tasks of a gender statistics entity in the national statistical system. The study found that the Statistics Act needs to be reviewed to take cognizance of the AU Charter of statistics and other international best practices that have been developed since the act was first adopted. The institutional setting and organisational design of INE and other ministries producing gender statistics lack a gender statistics entity dealing specifically with gender statistics and there is currently no coordination mechanism. There is no general nor any sectoral gender statistics plans and strategies in place. Some ministries have monitoring and evaluation plans in place, but not specific strategies around the resources required and collection and use of the data.

- A national gender-specific indicator framework is lacking, except for PNAM. The gender focal points within INE deal with gender statistics on a part-time basis and gender focal points in line ministries are appointed to deal with gender issues in general and have limited knowledge of gender statistics. There is also a lack of technical capacity to produce and disseminate gender statistics.

Recommendations

- Take advantage of the intended revision of the legal framework of the National Statistical System to align with the actual context, bringing explicitly the production and dissemination of gender statistics in demographic, social and vital statistics as well as in economic statistics to the fore.

- Formulate and adopt a gender statistics indicator framework that could be used to track the implementation of national and international gender objectives and targets;

- Strengthen the capacity of National Statistical System and its governing body, INE as a fundamental requirement to have a solid statistical framework for the production and dissemination of gender statistics data and indicators in partnership with MGCAS; there is a need amongst other interventions for more dedicated and trained staff to produce gender statistics at INE and some of the line ministries.

- There is a need to align the national normative frameworks where they exist to the UNECA guidelines of good practices in gender statistics and develop a national and sector specific gender statistics strategies and plans.

- Gender statistics need to be elevated in national budgeting processes.

- Put normative frameworks and strategies in place around the modernization of statistical production in general and gender statistics in particular.

4.3 Main sources of gender statistics

The findings related to data sources indicated that Mozambique is implementing a range of Census and surveys that represent a vital pool of information to produce gender statistics in the country. These include: General Population and Housing Census; Household Budget Surveys; Demographic and Health Surveys; Multiple Indicator Cluster Surveys, Labour Force Surveys. However, some are limited in their ability to provide data disaggregated by some gender dimension, others are not conducted in a regular basis and some gender indicators simply have no data sources. Most surveys are done irregularly and with long time intervals between them.

With regards to administrative records from line ministries, no study has been done to assess to what extent these databases have been optimally engendered nor (besides a study done on the education datasets) to assess their quality. The revised questionnaires of the two education surveys will be implemented in 2023. However, the current revisions did not focus on whether they are adequately gender responsive.

Recommendations

- Where applicable, revise the survey questionnaires to make them more gender-responsive by including all gender disaggregating elements to respond gender statistics indicators;

- Explore more in depth the datasets from the already implemented surveys to produce and publish gender statistics indicators based on the existing data;

- Implement additional data sources such as Time-use to respond to the data needs for some gender statistics indicators. In the short term the existing time use data that has never been implemented also need to be revisited to establish beyond doubt that the data is unusable.

- The administrative data systems need to be reviewed to ensure that they are adequately gender responsive.

- The government and development partners need to commit the necessary financial resources to conduct important gender related surveys on a regular basis.

4.4 Gender statistics production

The National Statistical Institute, its Delegated Organs and the Bank of Mozambique play an important role in the production and dissemination of gender statistics. INE in partnership with its delegated organs have implemented three consecutive population censuses and several household sample-based surveys which together represent a vital pool of information to produce gender statistics for national monitoring and international gender treaty reporting requirements. The availability of indicators for assessing these international and regional treaty requirements still is a challenge, as data for calculating most of them either have never been collected or if collected, were found to be outdated as well as lacking some disaggregation elements. Many of these collections also do not occur frequently and at regular intervals. A national quality assurance framework for statistics produced in general, and for gender statistics in particular, as a mechanism for regulating and certifying statistical quality, is also absent.

The role of COVID-19 in data collection and availability

COVID-19 has had impact on data collection. Among the major factors affecting data collection is staff absence in the institution due to staff rotation to avoid crowded places and the consequent disease contamination. Travel limitations has also turned impossible any field work attempt. This has been exacerbated by lack of an autonomous online system of data entry and statistical production.

As such, the respondents generally felt that data production/management should done by more than one person in each institution so that when one is away, the other can respond for the same data. The development of an online system of data collection and statistics production need to be put in place.

Recommendations

- Strengthen the capacity of the NSS and its governing body, INE to implement the surveys needed to produce gender-related statistics indicators.

- In the context of Covid-19, train the producers of statistics on estimation techniques that will enable them to fill the gaps due to low response rates and provincial instead of district level estimates.

- Sensitize data producers and suppliers on using information and communication technologies (ICT) for data collection and sharing as well as other statistical production modernization technologies.

- 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.

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

- Re-analyse existing data from a gender perspective to increase availability and use of gender statistics.

- Reinforce the intention expressed in the PE-SEN to formulate a national quality assurance framework for statistics produced in general and more specifically for gender statistics, as a mechanism to promote and certify statistical quality.

4.5 Coordinating mechanism

Findings from Gender Policy and its corresponding Implementation Strategy operationalized in the National Action Plan for the Advancement of Women (PNAM 2018-2024), enhance the National Council for the Advancement of Women (CNAM) the coordinating role in the implementation of gender policies whose action should be integrated in the Economic and Social Plans, and in the plans and budget of the different stakeholders. It recognises the need for the production and dissemination of gender statistics, but no reference is made to the role the NSS and its governing body, the National Statistical Institute and other ministries and entities should play in the provision of such statistics. This may explain why data needs for international treaty reporting requirements have not been systematically integrated in official data systems.

Recommendations

- Enhance the role of the National Statistical System and its governing body and line minis-tries (ODINEs) and MGCAS in the provision of gender statistics;

- Formulate and adopt a national gender indicator framework and integrate it in the official data system for systematically producing and monitoring national and international treaty reporting requirements with participation of MGCAS, the country gender coordinator.

- Establish a multi-agency gender statistics coordination mechanism that can support the production of gender data and statistics as well as national and international indicator and reporting needs.

4. 6 Use, access and dissemination processes

The findings show that efforts have been made to improve the availability of gender statistics indicators within the National Statistical System, in particular within the Bank of Mozambique, INE and its Delegated Organs such as MTESS. Most of statistics produced by INE and the BM, can be found on their respective websites. However, although the users consider that the available gender statistics in the country are relevant inputs for planning and policy-making, their accuracy with a rating of 2, timeliness, accessibility and user-friendliness with a rating of 3 each out of 5, need further improvement.

Most of the available statistics on gender issues at INE are included in a publication, entitled: "Women and Men in Mozambique". However, the publication has some practical limitations as it does not take into account neither indicators for the national M&E framework nor the indicators to respond the international treaty reporting requirements.

Recommendations

- Strengthen the capacity of INE and other data producers to improve the quality of gender statistics;

- Capitalize the MGCAS publication (Perfil do Genero em Moçambique) to serve as a reference for national M&E as well as for international treaty reporting requirements;

- Reformulate the publication "Mulheres e Homens em Moçambique" to better serve the national M&E framework and the international treaty reporting commitments;

- Formulate an action plan to address data need on the following topics:

  - Participation of women in the defense and security sector;

  - The impact of conflicts on gender relationship;

  - The impact of conflicts and climate change on the lives of women and girls;

  - Youth and employment - Statistics of young businesswoman

The critical data and capacity gaps identified in the assessment affect the country's ability to plan, develop strategies, allocate resources and monitor and evaluate the progress made towards achieving gender equality and women 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 statistical system in Mozambique.

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ANNEXES

Annex 1 – Terms of Reference

Terms of Reference - Local Consultant, Assessing Gender Statistics System in Mozambique

SSA Consultancy-Local

Role: (i) Conduct an assessment of the Gender Statistics systems in Mozambique; **(ii)** develop a project document and; **(iii)** capacity building to address the main gaps, constraints MGCAS and INE relevant staff have to systematically generate and disseminate SGBV and early union data including for integration for GBV and Harmful Practices in main statistical operations.

Duty Station: Maputo, Mozambique

Duration: 45 Working Days (November - January 2020)

Start date: 16 November 2020

I.   Background Information and Rationale

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the center of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

In Mozambique, this role is exercised in the context of the overall support provided by the UN system under the UN Development Assistance Framework (UNDAF) 2017-2021. UN Women's Strategic Note for Mozambique covering the period 2017-2020 focuses on providing financial and technical support to the Government of Mozambique across four thematic areas: women's economic empowerment (WEE), women's leadership and participation, institutional strengthening around gender mainstreaming and gender responsive budgeting, women peace and security, as well as combating, preventing and responding to violence against women and girls. Placing women's rights at the center of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

In September 2015, governments united behind the ambitious 2030 Agenda for Sustainable Development, which features 17 new Sustainable Development Goals (SDGs) and 169 targets that aim to end poverty, combat inequalities and promote prosperity by 2030 while protecting the environment. The 2030 Agenda sets out a historic and unprecedented level of ambition to "Achieve gender equality and empower all women and girls by 2030" (SDG 5) as well as including 37 gender-related targets in 10 other SDGs. It commits to addressing core issues of gender equality such as eliminat-

ing all forms of violence against women and girls, eradicating discriminatory laws and constraints on sexual and reproductive health and reproductive rights, recognizing and valuing unpaid care and domestic work and increasing women's participation in decision-making.

To successfully track the implementation of the 2030 Agenda, a robust and equally ambitious monitoring framework is needed. Significant investments in gender statistics are necessary to ensure that evidence-based policies are devised, the impacts of these policies are assessed and the accountability of policymakers and governments to deliver on these commitments is promoted. Robust indicators and quality data are of critical importance and will determine whether policy efforts are marshalled and whether the goals and targets are achieved or missed.

To support member states in implementing the 2030 Agenda, UN Women's Flagship Programme Initiative, "**Making Every Woman and Girl Count (MEWGC)**" aims to affect a radical shift in the availability, accessibility and use of data and statistics on key aspects of gender equality and women's empowerment. The regional and national components of the MEWGC Programme include a multi-year scope of work with focus on implementing and supporting regional and country activities in **East and Southern Africa.**

This includes enhancing the linkages between normative and technical work on gender statistics at the **regional and national levels in Mozambique** in the three inter-related key areas of work:

- Building a supportive policy and institutional environment for the localization and effective monitoring of the SDGs;

- Increasing the quality, comparability and regularity of gender statistics to address national data gaps and meet reporting commitments under the SDGs; and

- Ensuring that gender statistics are systematically generated, are accessible to users in governments, civil society, academia and the private sector, to strengthen adequate demand for their production.

In this context, UN Women is seeking the services of highly qualified consultants to support the assessment of the gender statistics systems in Mozambique as well as identify the main gaps, constraints MGCAS and INE relevant staff have to systematically generate and disseminate SGBV and early union data including for integration for GBV and Harmful Practices in main statistical operations.

The successful consultant(s) will work closely with the Gender Statistics Specialist based in Nairobi, and under the direct supervision by the Women's Economic Empowerment Portfolio Programme Officer (in his capacity as the statistics focal point), as well as the gender machinery and National Statistics Office in Mozambique.

The assignment is aligned with the UN Women Africa Strategy (2018 - 2021) that intends to ensure that «No Woman and Girl is left Behind» as Africa implements and strives to achieve the Sustainable Development Goals (SDGs) – particularly Goal 5: "**Achieve gender equality and empower all women and girls**". It further allows UN Women to coordinate its actions in achievement of the Africa's Agenda 2063 Goals and Aspirations striving for «**An Africa whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children**» (Aspiration 6). UN Women strategy underscores not only the immense benefits of empowering women and girls, but the inherent value of women's rights, and empowerment as a women's human rights imperative. It also aligns with the UNDAF Output 4.4 which seeks to ensure that "**Gender disaggregated data is systematically collected, analyzed and disseminated for policy formulation, planning, monitoring and evaluation.**"

II. Objectives of the Consultancy

The overall objective of the consultancy is to do an assessment of the gender statistics systems in Mozambique and provide capacity building to address the main gaps, constraints MGCAS and INE relevant staff have to systematically generate and disseminate SGBV and early union data including for integration for GBV and Harmful Practices in main statistical operations.

SPECIFIC SCOPE OF WORK:

In **Mozambique**, the consultant will closely work with the gender machinery and National Statistics Offices. The scope of work will include:

- Carry out an initial in-depth desk review of the institutional framework of the Mozambique National Statistics Office (INE), Ministries of Economy and Finance (MEF), Ministry of Gender, Children and Social Action (MGCAS) and other line ministries that are involved with data production and use. The review will be aimed at establishing the extent to which the institutional frameworks hinders the regular production of gender statistics and will be using the framework jointly developed by Paris 21 and UN Women to determine what needs to be done moving forward.

- The review document will primarily focus on the following:

  o document the key institutional mechanisms or constraints that prevent (or facilitate) more regular production of gender statistics at the national level and propose solutions to strengthen them or steps that can be taken to address these constraints. Document broader country level initiatives i.e. M&E framework of SDGs and the extent to which gender equality is integrated into this M&E framework.

  o Document good practices which led to improve availability of gender statistics which may be replicated.

- Consult with the NSO and other key government agencies and line ministries to assess the technical capacity gaps in gender statistics among producers and users of data, particularly within the NSO.

- Consult with the Planning Commission (NPC), United Nations Country Team (UNCT), national gender machineries, civil society organization groups, universities, research institutions and development partners (e.g. UK AID, World bank, African Development Bank, EU, Belgium, Canada, Sweden and others) to have a deeper understanding on the needs, constraints and potential solutions to facilitate increased collaboration between users and producers and identify concrete and actionable solutions to strengthen the capacity of civil society organizations (CSO), government and UN Country teams to analyze and use gender statistics to inform decision-making.

- Facilitate a validation workshop and incorporate all inputs to finalize the project document and annual workplan.

- Propose concrete and actionable approaches to ensure systematic production of gender statistics in Mozambique with respective pros and cons, including need for specific training to relevant staff.

- Support UN Women, the NSO and gender machinery to develop a project document and associated work plan for the advancement of Gender Statistics in Mozambique.

III. Duties and Responsibilities

Present an Inception Report

- Draw a road map and detailed action plan for the entire consultancy and research (including a timeframe);

- The study methodology will be developed by the consultant and presented for approval to UN Women.

- Conduct a desk review of existing literature on gender statistics, strategies, and policies on the subject;

- The inception report should identify possible members that will compose the study reference group. Organize an inception workshop and establish a working relationship with stakeholders. The wider purpose of the workshop will be to introduce the project and explain how the study will be conducted, the questionnaire to be completed, etc. The inception workshop will explain the basic concepts of gender statistics to everyone; explain the purpose of the study; explain the questionnaires that will have to be completed by everyone and introduce the consultant.

Draft a Report and Project Proposal – Mozambique Chapter

- Need assessment document focusing on institutional framework and constraints, key data gaps for monitoring of SDGs and other national gender equality priorities, steps to integrate gender indicators including steps that need to be taken to close these data gaps; and to what extent existing gender statistics are used in policy making through whole of society approach;

- First Draft Project Proposal, based on the findings of the national need assessment, focusing on key intervention areas that to support BBS on gender statistics and strengthen national-level SDGs monitoring and reporting in a gender responsive manner; and strengthen UNCT and UN data group collaboration with key partners to help promote and support national plans to localize and monitor the SDGs.

- Final Draft of Project Proposal after incorporating feedback and comments UN Women and stakeholders.

Facilitate a Validation Seminar

- Prepare the presentation of findings and take note of all the recommendations made by the validation committee;

- Alongside with UN Women, gender machineries, women's organizations, and partners, incorporate all the strong recommendations identified during the validation workshop into the final report and project document;

- Provide training and technical support to MGCAS and INE for systematic generation and dissemination of SGBV and early marriage data, including for integration of GBV and HP in main statistical operations.

Present the Study Main Findings at a National Event

- Upon request conduct a presentation of the mapping, main findings, and recommendations in a national event.

IV. Deliverables

#	Outputs	Term/Period
1	Inception report. The Inception report shall detail methodologies for data collection, list of institutions to be consulted, analysis and validation of the results. The inception report should include the work plan, report outline, timeframe and the capacity building plan.	2 weeks after commencement of the study (5 working days)
2	Needs Assessment Report on the Gender Statistics System	14 Working days
3	First Draft Project Proposal	5 Working Days
4	Adapt training modules and deliver training on gender statistics to relevant staff	14 working days
5	Final Draft of Project Proposal after incorporating feedback and comments UN Women and stakeholders	5 Working Days
6	Presentation of the main findings of the study with a reference group	1 Day

V. Guiding principles and values

Corporate Competences and Ethics

- Demonstrate integrity, values, and ethics in accordance with UN Women norms

- Promote the vision, mission, and strategic objectives of UN Women

- Show respect regardless the race/colour, sex, religion, nationality, and age as well as be sensible to cultural adaptation capacity

- Consultant are expected to have personal and professional integrity and abided by the UN Code

- Treats all people fairly without favoritism

- Fulfills all obligations to gender sensitivity and zero tolerance for sexual harassment.

Functional Competences

- Knowledge of legislation, programme and public policies on gender, women's economic empowerment, and women's rights in general in Mozambique

- Ability to pragmatically apply in-depth knowledge and experience of issues and practices in the fields of judiciary systems; legal reform; gender equality,

- Strong skills and experience in presenting evidence and ideas for policy and programme

- Consistently approaches work with energy and a positive, constructive attitude

- Demonstrates openness to change and ability to manage complexities.

- Strong communications skills (written and oral)

- Demonstrated experience in gender and development related research

- Leadership and skills to work with autonomy and initiative

- Strong Advocacy skills

- Excellent knowledge of gender equality, women's human rights and women's empowerment in Mozambique

- Strong knowledge of UN system.

Managing knowledge and learning

- Promote knowledge sharing and a learning culture;

- Team working; and

- Strong communication skills, oral and written in Portuguese and English; knowledge of local languages is an asset.

Ethical Code of Conduct

- Independence: Consultant shall ensure that independence of judgment is maintained and that the study findings and recommendations are independently presented.

- Cultural Sensitivity/Valuing diversity: Demonstrating an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrating an international outlook, appreciating differences in values and learning from cultural diversity.

- Impartiality: Consultant shall operate in an impartial and unbiased manner and give a balanced presentation of strengths and weaknesses of the key players in the field.

- Conflict of Interest: Consultant are required to disclose in writing any experience, which may give rise to a potential conflict of interest, and to deal honestly in resolving any conflict of interest which may arise.

- Honesty and Integrity: Consultant shall show honesty and integrity in their own behaviour, negotiating honestly the study costs, tasks, limitations, scope of results likely to be obtained, while accurately presenting their procedures, data and findings and highlighting any limitations or uncertainties of interpretation within the study.

- Competence: Consultant shall accurately represent their level of skills and knowledge and work only within the limits of their professional training and abilities in study, declining assignments for which they do not have the skills and experience to complete successfully.

- Accountability: Consultant are accountable for the completion of the agreed deliverables within the timeframe and budget agreed, while operating in a cost-effective manner.

- Obligations to Participants: Consultant shall respect and protect the rights and welfare of human subjects and communities, in accordance with the UN Universal Declaration of Human Rights and other human rights conventions. Consultant shall respect differences in culture, local customs, religious beliefs and practices, personal interaction, gender roles, disability, age and ethnicity, while using study instruments appropriate to the cultural setting. Consultant shall ensure prospective participants are treated as autonomous agents, free to choose whether to participate in the study, while ensuring that the relatively powerless are represented.

- Confidentiality: Consultant shall respect people's right to provide information in confidence and make participants aware of the scope and limits of confidentiality, while ensuring that sensitive information cannot be traced to its source.

- Avoidance of Harm: Consultant shall act to minimize risks and harms to, and burdens on, those participating in the assignment, without compromising the integrity of the study findings.

- Accuracy, Completeness and Reliability: Consultant have an obligation to ensure that the study report and presentations are accurate, complete and reliable. Consultant shall explicitly justify judgments, findings and conclusions and show their underlying rationale, so that stakeholders are able to assess them.

- Transparency: Consultant shall clearly communicate to stakeholders the purpose of the study, the criteria applied and the intended use of findings. Consultant shall ensure that stakeholders have a say in shaping the study and shall ensure that all documentation is readily available to and understood by stakeholders.

- **Omissions and wrongdoing:** Where consultant find evidence of wrong-doing or unethical conduct, they are obliged to report it to the proper oversight authority.

VI. Professional Qualifications and Application Process

Education

Master's degree (or equivalent) in development related disciplines, gender studies, economics, statistics, development, or other social science fields.

Experience

A minimum of 15 years of experience in the field of gender and statistics at the national and/or international level;

- Experience in statistical training and related statistical activities in developing countries is required;

- Strong technical expertise in the drafting of statistics-based research and related reports, and in providing training on statistical and data management issues, preferably in the context of gender statistics;

- Experience in data processing, data quality assessment and data analysis. Familiarity with the development and application of household-based survey tools, establishment surveys and administrative records for generating information on progress towards gender equality and empowerment of women (SDG 5 and other gender-related SDG indicators);

- Familiarity with UN Women's mandate and related work in the Africa region.

Language Requirements:

Excellent command of written and oral English and Portuguese (both spoken and written).

VII. Technical Qualification Evaluation Criteria

Evaluation Criteria *Criteria for selection will be based on the following assessment followed by the satisfactory reference check of the candidate.	Obtainable Score
Master's degree (or equivalent) in development related disciplines, gender, economics, statistics, development studies or other social science fields	10 points
A minimum of 15 years of experience in the field of gender and statistics at the national and/or international level with a strong focus on the Africa region	25 points
Experience in statistical training and related statistical activities in developing countries	30 points
Strong technical expertise in the drafting of statistics-based research and related reports, and in providing training on statistical and data management issues, preferably in the context of gender statistics	30 points
Familiarity with UN Women's mandate and related work in the Africa region	5 points

- All applications must include (as an attachment) the completed UN Women Personal History form (P-11) which can be downloaded from http://www.unwomen.org/about-us/employment. Applications without the completed UN Women P-11 form will be treated as incomplete and will not be considered for further assessment.

Good to Know:

In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women. The creation of UN Women came about as part of the UN reform agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the UN system (DAW, OSAGI, IN-STRAW and UNIFEM), which focused exclusively on gender equality and women's empowerment.

Annex 2 - Questionnaires

DESENVOLVIMENTO DE CAPACIDADE PARA MELHORES ESTATÍSTICAS DE GÊNERO

Anexo 2.1 - Questionário A

O objetivo deste questionário é identificar lacunas nas estatísticas de gênero no sistema estatístico nacional, concentrando-se na capacidade estatística, viabilizando o ambiente e a produção estatística, bem como mecanismos de coordenação e o uso de estatísticas de gênero.

Este questionário deve ser preenchido pelo especialista em estatística de gênero em estreita cooperação com a pessoa focal da entidade de estatística de gênero (por exemplo, NSO) e outros departamentos ou ministérios relevantes Não sistema estatístico nacional do país. Outras entidades, incluindo mecanismos para o avanço da mulher ou igualdade de gênero, ministérios de linha e quaisquer outros escritórios ou agências relevantes envolvidos Não desenvolvimento de estatísticas de gênero em nível nacional e internacional, podem precisar ser consultados durante o processo de avaliação para garantir que as respostas estão completos.

> **As estatísticas de gênero são definidas pela soma das seguintes características:**
>
> (a) Os dados são coletados e apresentados por sexo como uma classificação primária e geral;
>
> (b) Os dados refletem questões de gênero;
>
> (c) Os dados são baseados em conceitos e definições que refletem adequadamente a diversidade de mulheres e homens e capturam todos os aspectos de suas vidas;
>
> (d) Os métodos de coleta de dados levam em consideração estereótipos e fatores sociais e culturais que podem induzir viés de gênero nos dados.
>
> As estatísticas de gênero abrangem os campos tradicionais de estatística e podem servir como insumo útil no planejamento e elaboração de políticas que considerem abordar possíveis disparidades entre homens e mulheres.

País:

Nome:

Posição:

Ministério / instituição:

Sexo (masculino / feminino):

Email:

Legislação e políticas

1. Com relação à promoção da igualdade de gênero e do empoderamento das mulheres, liste qualquer um dos seguintes itens que existem ou se aplicam ao seu país:
   uma.

   a. disposições constitucionais:

   b. leis nacionais:

   c. convenções e declarações internacionais - como a Plataforma de Ação de Pequim ou a Convenção sobre Eliminação de Todas as Formas de Discriminação contra as Mulheres (CEDAW) - de que seu país é signatário:

2. Por favor, preencha a tabela relacionada às leis ou regulamentos que regem a coleta de indicadores de gênero, bem como a produção e divulgação de estatísticas de gênero.

Selecione todas as opções aplicáveis clicando duas vezes Não quadrado cinza e selecionando "Marcado") e liste os títulos dos documentos, quando aplicável.

Leis, regulamen-tos, ou políticas	Governar a coorde-nação das estatísti-cas de gênero e / ou sistema estatístico de gênero	Gover-nando a coleta de dados **rele-vantes para o gênero**[1]	Governan-do a pro-dução da **estatística de gênero**[2]	Governan-do a divul-gação de estatísti-cas de gênero	Título do docu-mento (inclua um link, se di-sponível)
☐ Direito estatístico	☐	☐	☐	☐	
☐ Regulamento estatístico	☐	☐	☐	☐	
☐ Políticas estatísticas	☐	☐	☐	☐	
☐ Plano nacional de ação estatística	☐	☐	☐	☐	
☐ Direito relacionado ao gênero	☐	☐	☐	☐	
☐ Regulamentos relaciona-dos a gênero	☐	☐	☐	☐	
☐ Plano de ação nacional relacionado ao gênero	☐	☐	☐	☐	
☐ Outroespecificar ___	☐	☐	☐	☐	

Nota: [1] "Coleta de dados relevantes para o gênero" refere-se à operação de coleta de dados realizada por uma entidade oficial. Os dados relevantes para o gênero incluem i) dados de-sagregados por sexo, ii) dados que não podem ser desagregados por sexo, mas podem ser usados para fornecer informações valiosas sobre a diversidade de mulheres e homens, cap-turando todos os aspectos de suas vidas (por exemplo, mortes maternas).

[2] "Estatísticas de gênero" refere-se a indicadores de gênero e outras informações criadas como resultado da análise e interpretação de dados relevantes para o gênero.

3. Existe uma política nacional de igualdade de gênero?

☐ Não. Vá para a pergunta 8.

☐ Sim. Forneça o título: ___

☐ Período de referência: ___

☐ Ligação: ___

4. Indique se esta política é endossada pelo goverNão:

☐ Não.

☐ Sim.

5. A política nacional de igualdade de gênero declara a necessidade de estatísticas de gênero baseadas em evidências para monitorar a igualdade de gênero como um objetivo político?

☐ Não.

☐ Sim. Forneça a referência de texto específica: ___

6. Possui uma estrutura de monitoramento?

☐ Não.

☐ Sim *Título do quadro*: ___

A estrutura de monitoramento foi consultada com o NSO? ___

Participação dos indicadores relacionados ao gênero na estrutura de monitoramento: ▢ %

7. Possui uma instituição encarregada de monitorar?

☐ Não.

☐ Sim. Título do quadro: ▢

Instituição responsável: ▢

8. Existe um regulamento especificando o estabelecimento e as tarefas de uma entidade de estatísticas de gênero Não sistema nacional de estatística (por exemplo, um ponto focal de estatísticas de gênero ou unidade / seção / departamento / divisão dentro da agência)?

☐ Não.

☐ Sim. Título do regulamento: ▢

Link ou citação: ▢

9. Existe uma entidade estatística de gênero separada (dentro do NSO ou em outro lugar)?

☐ Sim, dentro do NSO

☐ Sim, em outro lugar, dentro (forneça o Nome da instituição)

☐ Não, a produção de estatísticas de gênero é incorporada Não trabalho de diferentes

☐ Não

☐ Sim. Título do regulamento: ▢

Link ou citação: ▢

Cenário institucional e desenho organizacional: entidade de estatística de gênero

Se não houver uma entidade de estatísticas de gênero separada, as perguntas 10 a 14 poderão se referir **às** pessoas focais nas estatísticas de gênero

10. Onde está localizada a entidade estatística ou as pessoas focais no sistema estatístico nacional? Selecione uma resposta e forneça seu nome

☐ Dentro do NSO. Nome: ▢

☐ Dentro do ministério das mulheres / gênero ou igualdade de gênero. Nome: ▢

Em outro lugar. Especifique onde: ▢

11. Quando a entidade de estatística de gênero foi criada / designada No sistema estatístico nacional? Ano: ▢

12. A quem a entidade de estatística de gênero reporta dentro da estrutura organizacional? *Selecione uma resposta*

☐ Diretamente ao estatístico chefe

☐ Para outro departamento / unidade

☐ Em outro lugar. Especifique onde: ▢

13. Quais são as principais tarefas da entidade de estatística de gênero?

Selecione tudo que se aplica

☐ Compilar estatísticas de gênero e manter bancos de dados de estatísticas de gênero

☐ Analisando dados da perspectiva de gênero

☐ Divulgação de estatísticas de gênero por meio de publicações e / ou site

☐ Garantir que a perspectiva de gênero seja abordada em todos os aspectos da produção de estatísticas no NSO

☐ Integrar uma perspectiva de gênero Não treinamento em estatística ou introduzir estatísticas em workshops de treinamento e conscientização sobre gênero; organização de treinamentos nacionais relacionados a estatísticas de gênero

☐ Atendimento de solicitações de estatísticas de gênero de usuários nacionais e internacionais

☐ Realização de trabalho metodológico (desenvolvimento de estatísticas de gênero, questões de medição, métodos de coleta de dados)

☐ Coordenação de um comitê interinstitucional que serve como local de discussão sobre estatísticas de gênero

☐ De outros. Especificamos: ▢

14. Se a entidade de estatística de gênero coordena a produção de estatísticas de gênero no NSO, os membros dessa entidade também participam do mecanismo geral de coordenação das estatísticas oficiais? Isso pode se referir à participação Não grupo entre agências nas estatísticas de gênero, por exemplo.

☐ Sim*. Forneça exemplos:* ▢

☐ Não*. Indique por que:* ▢

Infraestrutura de fundos

15. Existe um orçamento dedicado especificamente para estatísticas de gênero dentro do orçamento nacional geral para estatísticas (pode incluir os custos operacionais da entidade de estatísticas de gênero)?

☐ Não. Vá para a pergunta 17

☐ Sim

16. Provide an estimated share of the overall national budget for statistics that is allocated specifically to gender statistics.

▢ %

17. É possível verificar desembolso e compromisso? Se sim, forneça o valor estimado.

Desembolso: ▢

Comprometimento: ▢

18. Caso não haja um orçamento dedicado, há fundos disponíveis para atividades de estatísticas de gênero em uma base ad-hoc?

☐ Sim*. Indique qual foi a* última *atividade financiada:* ▢

☐ Não

19. Existem critérios para deliberadamente incluir gênero (estatística) no processo orçamentário nacional para estatística?

☐ Sim

☐ Não

Planos (NDP, NSDS, SMP, PRS)

20. O último e / ou atual Plano Nacional de Desenvolvimento inclui uma seção sobre igualdade de gênero e / ou empoderamento das mulheres?

☐ Não

☐ Sim. *Forneça os títulos desses documentos e citações:* ▢

21. O NSDS do passado tratou de questões relacionadas ao desenvolvimento de estatísticas de gênero no sistema nacional de estatística (NSS)?

☐ Não

☐ Sim. *Forneça os títulos desses documentos e citações:*

22. Se a NSDS anterior abordou as questões relacionadas às estatísticas de gênero, qual foi a parcela de atividades relacionadas a gênero na NSDS ou no plano de trabalho anual com um orçamento Seguro ⬜ %

23. Existem outras estratégias sancionadas para o desenvolvimento de estatísticas de gênero em todo o sistema nacional de estatística (NSS) ou planos regionais / setoriais que incluam questões de gênero? Isso poderia incluir, por exemplo, um plano diretor estatístico (SMP) ou Estratégia de Redução da Pobreza (PRS).

☐ Não

☐ Sim. *Por favor, liste tudo, especificando o ministério responsável pela coordenação geral e o papel do NSO em sua realização:*

Doadora apoio

24. Seu NSO recebeu informações técnicas, financeiras ou outras de doadoras para a produção estatística de gênero de publicações?

☐ Não

☐ Sim. *Especificamos:*

- tipo de suporte (técnico, financeiro):
- tempo:
- nome da coleta / estatística / publicação de dados:

Mecanismo de coordenação no sistema estatístico nacional (NSS)

25. Os ministérios ou agências a seguir recolhem dados específicos de gênero? Isso inclui dados desagregados por sexo e dados específicos por sexo sem desagregação por sexo (relacionados apenas a mulheres / homens). Forneça nomes reais de ministérios análogos:

☐ Ministro da Agricultura

☐ Ministério do comércio (ou comércio)

☐ Ministro da Educação

☐ Ministério da igualdade de oportunidades

☐ Ministério da Saúde

☐ Ministério do trabalho (ou emprego)

☐ Ministério dos governos locais

☐ Ministério do planejamento

☐ Ministério da inclusão social ou desenvolvimento social

☐ Ministério das mulheres (ou igualdade de gênero / ou gênero)

☐ De outros. Especificamos:

26. Os atores-chave para o desenvolvimento de estatísticas subnacionais de gênero estão envolvidos nas discussões em nível nacional?

☐ Não

☐ Sim. *Especifique quais atores e descreva seu papel de coordenação:*

27. Qual é o papel do ministério da mulher / gênero no NSS?

Por favor selecione tudo que se aplica

☐ Produção dos principais resultados estatísticos relacionados às estatísticas de gênero

☐ Compilação de dados estatísticos de gênero de outras agências e / ou registros administrativos de outras fontes de dados (OSC, ONGs).

☐ Fornecendo orientação, treinamento em estatísticas de gênero

☐ Organização de consultas entre produtores de estatísticas de gênero e com usuários

☐ Advogando pelo uso de estatísticas de gênero

☐ Fazer lobby para programas e projetos de lei relacionados às estatísticas de gênero

☐ Financiamento das operações de coleta de dados sobre gênero

☐ Outro especificar:

28. Existem outras agências no NSS envolvidas na coordenação das estatísticas de gênero?

☐ Não

☐ Sim. *Especifique quais agências e descreva sua função de coordenação:*z

29. Referindo-se à coordenação da produção de estatísticas de gênero do NSS, indique se esses problemas ocorrem: *Por favor selecione tudo que se aplica*.

☐ Não existem disposições relacionadas a estatísticas de gênero na lei de estatísticas.

☐ Não existe um regulamento que especifique coleções de informações de gênero.

☐ Os regulamentos existentes restringem o intercâmbio de dados entre instituições.

☐ Regulations governing the production of gender-related data specify similar data collections in two or more institutions.

☐ Os regulamentos que regem a produção de dados relacionados ao gênero especificam coletas de dados semelhantes em duas ou mais instituições.

☐ De outros. Especificamos:

Dados existentes

30. As necessidades de dados para monitorar a implementação de acordos internacionais (CEDAW, plataforma de ação de Pequim, ODS) foram sistematicamente integradas nos sistemas oficiais de dados? *Isso se refere principalmente à existência de estruturas de indicadores para monitorar a implementação desses acordos.*

☐ Não. Indique porque:

☐ Sim. *Forneça exemplos de sua integração no sistema de coleta de dados*

(Não há necessidade de especificar indicadores individuais aqui):

31. Qual das coleções ou operações prioritárias de dados estatísticos sensíveis ao gênero a NSO realizará nos próximos 3 anos?

Selecione tudo que se aplica

☐ Pesquisa sobre violência contra mulheres

☐ Pesquisa de uso do tempo

☐ Revendo a pesquisa domiciliar com uma perspectiva de gênero

☐ De outros. Especificamos*:*

☐ Nenhum deles. *Especifique o porquê:*

32. Nos últimos 3 anos, houve algum módulo especial de pesquisa domiciliar com foco em questões de gênero?

☐ Não

☐ Sim. *Forneça exemplos:*

33. As iniciativas, métodos e ferramentas atuais / passados de coleta de dados em diferentes setores foram analisados com uma perspectiva de gênero?

Isso pode incluir, por exemplo, a análise do uso pretendido, questões de avaliação e indicadores. As coletas de dados com foco em gênero devem ser projetadas para fornecer informações sobre homens e mulheres, bem como sobre diferentes categorias de mulheres e homens (por exemplo, por etnia, orientação sexual, idade, classe, casta, residência e raça).

☐ Não. *Explique por que:*

☐ Sim. *Forneça exemplos:*

☐ Não se aplica, especifique*:*

34. Quais são os indicadores prioritários de igualdade de gênero do país? Forneça um nome da coleção (por exemplo, indicadores específicos de gênero para ODS, conjunto mínimo de indicadores de gênero, etc..

Fontes de dados alternativas

35. A estrutura de monitoramento dos ODS reconhece a importância do uso de fontes de dados alternativas para produzir os indicadores. Existem políticas facilitadoras que promovam isso?

☐ Não

☐ Sim. Forneça o título da política:

36. Quais fontes de dados alternativas foram usadas para produzir indicadores de gênero nos últimos 3 anos?

37. Existem planos para usar essas fontes pelo menos nos próximos 3 anos?

☐ Sim

☐ Não

Alfabetização de dados, compartilhamento de conhecimento, comunicação de estatísticas de gênero

38. Estão sendo realizadas campanhas de informação pública com base nas estatísticas de gênero?

☐ Não. Indique porque:

☐ Sim. Descrever todas as iniciativas para disseminar informações *relacionadas a gênero na mídia de massa e outros meios nos* últimos *3 anos:*

39. Algum especialista em gênero é consultado / envolvido na produção de estatísticas de gênero para se beneficiar de seus conhecimentos?

Preencha a tabela a seguir

Sim	Especialistas de	Forma de consultas (por exemplo, reuniões, work-shops, comitês consulti-vos formais)	Frequência das consultas (por exemplo, regulares, ad-hoc)
	Ministérios		
	Parlamento		
	ONGs, OSC		
	Organizações internacionais		
	Universidades, centros de pesquisa		
	Setor privado, meios de comunicação		
	Outro especificar		

☐ Não existem tais consultas. Indique porque*:*

40. Existe um programa específico de estatística de gênero no treinamento oficial de estatística:

☐ Não. *Indique o motivo:*

☐ Sim, organizado pelo NSO. Especifique para quem*:*

☐ Sim, organizado por (especifique a instituição / organização e o público):

Estratégia de advocacia

41. Existem esforços da entidade de estatística de gênero / NSO para promover o uso de estatísticas de gênero?

☐ Não. Indique porque:

☐ Sim. *Forneça exemplos:*

42. Existem esforços da entidade de estatística de gênero / NSO para monitorar o uso de estatísticas de gênero?

☐ Não. *Indique porque:*

☐ Sim. *Forneça exemplos:*

Relação entre produtores de dados

43. Indique se o NSO / ministério das mulheres trabalha em conjunto com o ministério especificado nas atividades a seguir para estatísticas de gênero.

Forneça nomes de ministérios análogos e marque todas as opções aplicáveis

Ministry	Definir prioridades para a produção de dados	Coleta de dados	Análise de dados	Divulgação de dados	Não colaboração	Formu-lário	Frequência de consultas
Ministro da Agricultura	☐	☐	☐	☐	☐	☐	▭
Ministério do Comércio	☐	☐	☐	☐	☐	☐	▭
Ministro da Educação	☐	☐	☐	☐	☐	☐	▭
Ministério de gênero / mulheres	☐	☐	☐	☐	☐	☐	▭
Ministério da Saúde	☐	☐	☐	☐	☐	☐	▭
Ministério do Trabalho	☐	☐	☐	☐	☐	☐	▭
Ministério da inclusão social ou desenvolvimento social	☐	☐	☐	☐	☐	☐	▭
Ministério do planejamento	☐	☐	☐	☐	☐	☐	▭
Ministério das Relações Exteriores	☐	☐	☐	☐	☐	☐	▭
Outra agência / ministério, especifique: ▭	☐	☐	☐	☐	☐	☐	▭
Atividade nas estatisticas degênero não realizada pela NSO	☐	☐	☐	☐	☐	☐	▭

44. Existe uma política de compartilhamento de dados entre diferentes produtores de estatísticas de gênero?

☐ Sim. *Indique com qual instituição e que tipo de dados*

☐ Não. Indique porque

45. As classificações e definições estão sendo harmonizadas entre os produtores de dados:

Selecione tudo que se aplica

☐ Sim, para garantir a compatibilidade dos dados.

☐ Sim, minimizar a inconsistência e usar uma linguagem comum na definição e cálculo de indicadores.

☐ Não. *Indique o motivo:*

Relationship with users

46. Indique os principais grupos de usuários de estatísticas de gênero no país que você alcança:

a) ▭

b) ▭

c) ▭

47. Existem outros grupos de usuários potenciais de estatísticas de gênero aos quais você gostaria de entrar em contato?

    a) ▭

    b) ▭

    c) ▭

48. Sua instituição organiza reuniões com os usuários antes de uma grande pesquisa para identificar suas necessidades específicas de gênero?

Forneça exemplos de tais reuniões e indique se há algum acompanhament.

    a) ▭

    b) ▭

    c) ▭

49. Descreva outros tipos de diálogo produtor-usuário, se existirem. Indique se eles são úteis e eficazes na identificação das necessidades do usuário.

    a) ▭

    b) ▭

    c) ▭

50. A NSO realiza uma pesquisa de satisfação do usuário que indaga especificamente sobre estatísticas de gênero produzidas pela NSO?

☐ Sim. Especifique quando foi realizado e resuma os resultados:

☐ Não. *Indique o motivo:* ▭

51. O NSO colabora com uma organização regional ou internacional nas seguintes áreas:

Selecione todas as opções aplicáveis e forneça os nomes das organizações

☐ Fortalecer o sistema estatístico de gênero ou aumentar a capacidade de resposta de gênero do NSS

☐ Feedback metodológico sobre a produção de estatísticas de gênero

☐ Assistência técnica para estatísticas de gênero

☐ Organização de treinamento relacionado a estatísticas de gênero

☐ De outros. Por favor especifique: ▭

☐ Não, colaboramos com nenhuma organização regional ou internacional no domínio das estatísticas de gênero.

Coordenação do ecossistema de dados

52. Existem parcerias ou colaborações entre as agências do NSS e os diferentes atores do ecossistema de dados do país apoiando a produção e o uso de estatísticas de gênero? Os atores de dados podem incluir o setor privado, mídia, comunidade científica e academia, ONGs ou grupos de cidadãos

☐ Não. Indique o motivo: ▭

☐ Sim. Especifique o tipo de atores e formas de colaboração / parceria:

☐ Eles fazem parte de um órgão interinstitucional sobre estatísticas de gênero?

Relacionamento com autoridades políticas

53. Existem procedimentos para relatar;

☐ Pressão política ou administrativa enfrentada pelo NSO ao produzir e divulgar informações estatísticas?

Uso indevido, abuso ou deturpação de estatísticas de gênero

Atualmente, não existem procedimentos desse tipo

Interesse das partes interessadas

54. Os usuários nacionais de estatísticas de gênero (por exemplo, ministérios, mídia ou organizações da sociedade civil) veem a igualdade de gênero como uma prioridade política? *Isso pode se refletir em campanhas da sociedade civil, iniciativas de advocacy com o objetivo de eliminar a violência contra as mulheres, mecanismos ou movimentos de coordenação da sociedade civil sensíveis ao gênero.*

☐ Sim. **Por exemplo:**

☐ Não. *Indique o motivo:*

55. No ano passado, os usuários não governamentais das estatísticas de gênero (por exemplo, ONGs, mídia) entraram em contato com o NSO para uma intervenção relacionada às ess tatísticas de gênero? *Isso pode se referir ao fornecimento de estatísticas específicas, organização da coleta de dados ou suporte metodológico.*

☐ Não

☐ Sim. *Especifique o tipo de usuário:*

    Assunto da sua intervenção:

    Frequência de suas intervenções:

56. Liste todos os títulos dos exercícios de coleta de dados ou indicadores relacionados ao gênero que foram compilados a pedido dos usuários nos últimos três anos.

    a)

    b)

    c)

Apoio politico

57. Você acredita que a igualdade de gênero é amplamente aceita como objetivo político pelo governo e pela arena política? *Isso pode ser baseado em declarações e campanhas públicas.*

☐ Sim. *Justificar*

☐ Não. *Justificar*

58. Do you believe there is political support for the development of gender statistics 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.*

☐ Sim. *Forneça exemplos:*

☐ Não. *Indicar porque*

Recursos Humanos

59. Especifique o número de funcionários que lidam com estatísticas de gênero. Isso pode incluir:

   a) Entidade dedicada às estatísticas de gênero no NSO

   Tempo total [____]   Meio período [____]

   b) Caso não exista uma entidade estatística de gênero separada, inclua pontos focais de estatísticas de gênero no NSO

   Tempo total [____]   Meio período [____]

   c) Grupos de trabalho / assessoria de estatísticas de gênero

   Tempo total [____]   Meio período [____]

Infrastrutura

60. A entidade de estatística de gênero possui equipamento suficiente (incluindo computadores, impressoras, mesas, banco de dados, software de estimativa etc.) para executar suas tarefas?

   ☐ Sim

   ☐ Não. *Indicar falta existente* [____]

61. O NSO estabelece um plano separado para garantir financiamento para as atividades relacionadas às estatísticas de gênero? Isso pode incluir orçamento, definição de um cronograma, identificação de possíveis recursos e financiadores e as ações e atividades necessárias, como negociação com autoridades nacionais e / ou parceiros externos, fundações ou empresas.

   ☐ Sim

   ☐ Não. *Indique o motivo:* [____]

Processos estatísticos de produção

62. Indique se a dimensão de gênero foi levada em consideração em cada etapa do processo estatístico de produção no NSO

Etapa de produção de estatísticas	Sim	Não	Por exemplo
Seleção de tópicos			
Identificação dos dados necessários			
Avaliação de conceitos, definições e métodos existentes			
Desenvolvimento de novos conceitos, definições e métodos			
Desenvolvimento do instrumento de coleta de dados: (por exemplo, escolha da unidade de enumeração, desenho da pesquisa)			
Coleta e processamento de dados			
Análise e apresentação de estatísticas em formatos fáceis de usar; divulgação			
De outros			

Garantia da Qualidade

63. Nos últimos 3 anos, o NSO realizou alguma avaliação de seus processos de produção de dados para verificar se eram sensíveis ao gênero?

☐ Sim. **Descreva os resultados:**

☐ Não. Indique por que não houve avaliação:

64. As normas e diretrizes internacionais para estatísticas de gênero, como definições e classificações, métodos de coleta de dados, módulos de perguntas, técnicas de estimativa etc. foram usadas em setores relevantes? *Selecione tudo que se aplica*

☐ ONU 2016 "Integrando uma perspectiva de gênero nas estatísticas"

☐ Diretrizes sobre produção de estatísticas sobre violência contra a mulher: pesquisas estatísticas

☐ Classificação Internacional de Atividades para Estatísticas de Uso do Tempo 2016 (ICATUS 2016)

☐ Manuais de Estatísticas de Gênero. Especifique quais:

☐ Princípios e recomendações. Especifique quais:

☐ Outros. Espefica.

☐ Nenhum deles. Especifique o motivo:

65. Nos últimos 3 anos, foi realizada uma avaliação da qualidade das estatísticas de gênero?

A avaliação da qualidade pode se referir à verificação da relevância, precisão, pontualidade e pontualidade das estatísticas *de gênero, acessibilidade e clareza, bem como comparabilidade e coerência.*

☐ Não

☐ Sim. Descreva os resultados e forneça um link, se possível:

66. Se não houve avaliação da qualidade das estatísticas de gênero no passado, existem planos para essa avaliação?

☐ Não

☐ Sim. Indique quando*:*

67. A unidade de estatística NSO / gênero monitora a qualidade e o uso de dados de gênero de fontes administrativas?

☐ Não

☐ Sim. Descreva essas fontes, o processo de monitoramento e forneç a citações de regulamentos que estabelecem esse mandato:

Gestão de RH

68. A NSO possui algum incentivo para melhorar a retenção de funcionários das estatísticas de gênero e reduzir a turver?

☐ Descreva os incentivos, se for o caso, bem como a turver de pessoal na entidade de estatísticas de gênero nos últimos 12 meses.

☐ Não

☐ Sim. Incentives:

Staff turver:

69. O treinamento técnico dos produtores de dados no NSO e no ministério das mulheres abrange habilidades e conhecimentos relevantes para a igualdade de gênero e as estatísticas de gênero?

☐ Não

☐ Sim. Forneça exemplos: ▢

70. Se sim, é considerado nos planos de treinamento / desenvolvimento pessoal?

☐ Não

☐ Sim

Inovation

71. Que mudanças ou novas ferramentas foram introduzidas na coleta e / ou compilação de dados relacionados a gênero nos últimos 3 anos? Descreva o impacto e os resultados. Por exemplo, adicionando uma lista de atividades à pesquisa da força de trabalho para cobrir o trabalho não remunerado.

a. ▢

b. ▢

c. ▢

Comunicação e transparência

72. Se a NSO tiver um site, existe uma seção dedicada às estatísticas de gênero?

☐ Não

☐ Sim

Forneça um link: ▢

Especifique com que frequência é atualizado: ▢

73. Referindo-se às estatísticas de gênero publicadas (site ou publicações), elas são acompanhadas de informações sobre como interpretá-las?

☐ Não

☐ Sim. Listar exemplos e fornecer links sempre que possível: ▢

74. Que outras formas de compartilhar estatísticas de gênero com o público existem? Descreva todas as outras formas de comunicação das estatísticas de gênero e forneça títulos de publicações e cópias sempre que possível.

a. ▢

b. ▢

c. ▢

75. O que deve ser feito para melhorar a disponibilidade, acessibilidade e uso das estatísticas de gênero?

Planejamento estratégico, monitoramento e avaliação, gerenciamento de mudanças

76. Você considera que o ambiente da produção de estatísticas de gênero em nível nacional mudou nos últimos anos?

☐ Não

☐ Sim. *Indique se sua instituição adaptou e adotou essas mudanças e forneça exemplos:*

77. Existe um plano estratégico no NSO direcionado a todos os setores para integrar uma perspectiva de gênero em todos os processos estatísticos?

☐ Sim. *Forneça exemplos:*

☐ Não. *Indique o motivo:*

78. O NSO planeja realizar ações destinadas a melhorar as estatísticas de gênero? Marque todas as opções aplicáveis

☐ Definir prioridades

☐ Coordenar e alinhar sistematicamente ações e recursos com os objetivos definidos e garantir que os funcionários da agência / organização estejam trabalhando em direção a objetivos comuns

☐ Realizar intervenções ou programas multifacetados, como SPARS (Supervisão, Avaliação de Desempenho e Estratégia de Reconhecimento).

☐ De outros. Especificamos:

☐ Não existe tal ação planejada. Indique o motivo:

79. O NSO realizou as ações acima mencionadas nos últimos 3 anos. Marque todas as opções aplicáveis

☐ Definir prioridades

☐ Coordenar e alinhar sistematicamente ações e recursos com os objetivos definidos e garantir que os funcionários da agência / organização estejam trabalhando em direção a objetivos comuns

☐ Realizar intervenções ou programas multifacetados, como, por exemplo, SPARS (Supervisão, Avaliação de Desempenho e Estratégia de Reconhecimento).

☐ De outros. Especificamos:

☐ Não existe tal ação planejada. Indique o motivo:

80. As políticas nacionais estão sendo projetadas e avaliadas através da análise e uso de estatísticas de gênero?

☐ Sim. Forneça exemplos:

☐ Não. Indique o motivo:

Compensação e benefícios

81. Política e organização do local de trabalho. Existem recompensas concedidas aos funcionários da entidade de estatística de gênero em troca de seu excelente trabalho e para motivá-los a cumprir suas tarefas?

☐ Não

☐ Sim

Política no local de trabalho e cultura organizacional

82. Qual é a abordagem da gerência sênior em relação à coordenação, produção, comunicação e uso de estatísticas de gênero (no NSS e no NSO)? por exemplo, a gerência sênior entende a necessidade de integrar uma perspectiva de gênero em setores ou o papel das estatísticas de gênero na melhoria das estatísticas gerais?

Anexo 2.2 Questionário B - Módulo curto para pontos focais de gênero

DESENVOLVIMENTO DE CAPACIDADE PARA MELHORES ESTATÍSTICAS DE GÊNERO

Questionário para os pontos focais das estatísticas de gênero O objetivo deste questionário é identificar lacunas nas estatísticas de gênero no sistema estatístico nacional, concentrando-se na capacidade estatística nacional, bem como em mecanismos de coordenação, coleta de dados e uso de estatísticas de gênero.

Este questionário coleta informações sobre a capacidade estatística do pessoal responsável pela produção de estatísticas de gênero no NSO e no ministério de mulheres / gênero. Todas as informações individuais coletadas neste questionário serão tratadas com confidencialidade. Somente o resumo / informação agregada será apresentada para complementar uma revisão mais ampla das lacunas nas estatísticas de gênero, que atualmente está sendo realizada por um especialista em estatística de gênero em cooperação com o escritório nacional de estatística.

As estatísticas de gênero são definidas pela soma das seguintes características:

(a) Os dados são coletados e apresentados por sexo como uma classificação primária e geral;

(b) Os dados refletem questões de gênero;

(c) Os dados são baseados em conceitos e definições que refletem adequadamente a diversidade de mulheres e homens e capturam todos os aspectos de suas vidas;

(d) Os métodos de coleta de dados levam em consideração estereótipos e fatores sociais e culturais que podem induzir viés de gênero nos dados.

As estatísticas de gênero abrangem os campos tradicionais de estatística e podem servir como insumo **útil** *no planejamento e elaboração de políticas que considerem abordar possíveis disparidades entre homens e mulheres.*

Respostas individuais não serão publicadas.

País:

Ministério / instituição:
Nome (opcional):

Posição:
Sexo (masculino / feminino):
Email (opcional):

Data:

Formação professional

1. Quantos anos de experiência no campo das estatísticas de gênero você tem?

2. Como você percebe a adequação de suas habilidades técnicas e conhecimentos para produzir estatísticas de gênero?

Rede e comunicação estratégicas

3. Quantas reuniões profissionais, workshops / eventos de treinamento relacionados a estatísticas de gênero você participou nos últimos 12 meses? Isso inclui eventos nacionais e internacionais.

   Numero: ▢

   Examplos: ▢

4. Nos últimos 12 meses, você preparou qualquer relatório ou apresentação sobre estatísticas de gênero e divulgou ou apresentou em qualquer um dos seguintes:

   Marque todas as opções aplicáveis clicando duas vezes nos quadrados e forneça informações no retângulo cinza):

   ☐ O site do escritório nacional de estatística. Forneça um link, se possível: ▢

   ☐ O site do Ministério da ▢. *Forneça um link, se possível:* ▢

   ☐ Fórum regional. Forneça título e data*:* ▢

   ☐ Fórum nacional. Forneça título e data*:* ▢

   ☐ Fórum internacional. Forneça título e data*:* ▢

5. Nos últimos 12 meses, você representou sua instituição em uma reunião regional ou internacional relacionada a estatísticas de gênero? (No caso de você delegar sua equipe para essas reuniões, alguém foi designado para participar de uma reunião regional ou internacional relacionada a estatísticas de gênero?

   ☐ Sim. Forneça título e data: ▢

   ☐ Não. Indique o motivo: ▢

6. Você foi convidado para reuniões de gerenciamento ou de alto nível em sua instituição para fornecer informações sobre estatísticas de gênero?

   ☐ Sim. *Por favor Forneça exemplos:* ▢

   ☐ Não. *Indique porque*

Liderança

7. Nos últimos 3 anos, você (co) organizou uma reunião / oficina relacionada ao gênero, que incluiu partes interessadas externas (nacionais ou internacionais)?

   ☐ Sim. Por favor forneça exemplos: ▢

   ☐ Não. Indique o motivo: ▢

Trabalho em equipe e colaboração

8. Você colaborou com outra divisão da sua instituição na produção de estatísticas de gênero no último ano?

   ☐ Não. Indique o motivo: ▢

   ☐ Sim. Por favour fo*rneça exemplos de histórias de sucesso ou desafios que você pode ter encontrado:* ▢

9. Você acha que o trabalho em equipe e a colaboração são valorizados e incentivados em sua equipe?

   ☐ Sim. Por favour forneça exemplos e indique se essa abordagem é válida apenas para sua equipe ou para sua instituição como um todo: ☐

   ☐ Não. Indique o motivo: ☐

Gerenciamento de tempo e priorização

10. As tarefas relacionadas às estatísticas de gênero são explicitamente reconhecidas e definidas em seu plano de trabalho individual?

    ☐ Sim. Por favour forneça exemplos: ☐

    ☐ Não. Explique sua área de trabalho principal e como você se envolveu com estatísticas de gênero: ☐

Resolução de problemas e pensamento criativo

11. Quais são as três tarefas mais desafiadoras em suas funções designadas relacionadas às estatísticas de gênero? Forneça exemplos e indique como você os aborda

    a. ☐

    b. ☐

    c. ☐

Auto-motivação

12. Selecione uma resposta que melhor descreva sua abordagem para as tarefas relacionadas às estatísticas de gênero: ☐

    ☐ Lidar com estatísticas específicas de gênero aumenta minha satisfação no trabalho e minha motivação.

    ☐ Lidar com estatísticas específicas de gênero não tem impacto na minha satisfação e auto-motivação no trabalho.

    ☐ Lidar com estatísticas específicas de gênero tem um impacto negativo na minha satisfação e auto-motivação no trabalho.

Expectativas de carreira e renda

13. Considere as funções atribuídas relacionadas às estatísticas de gênero e selecione todas as opções aplicáveis:

    a) Suas oportunidades de carreira:

    ☐ Este trabalho me coloca em uma posição desfavorável, em termos de desen-volvimento de carreira na minha instituição

    ☐ Este trabalho não tem impacto nas minhas oportunidades de carreira

    ☐ Este trabalho me dá mais visibilidade e oferece mais oportunidades de carreira

b) Seu salário:

☐ **Este trabalho tem um impac**to negativo no meu salário (em comparação com o trabalho em outros setores da mesma instituição)

☐ Este trabalho não tem impacto no meu salário

☐ Este trabalho tem um impacto positivo no meu salário (em comparação com o trabalho em outros setores da mesma instituição).

Estatísticas de gênero usam

14. Quais foram as últimas estatísticas de gênero que você citou ou mencionou no trabalho? Por favour forneça exemplos: ▢

15. Qual apresentação das estatísticas de gênero você considera mais útil para o seu traã balho?

   Selecione tudo que se aplica

   ☐ Gráficos / infográficos

   ☐ Relatórios / artigos

   ☐ Vídeos

   ☐ Conferência de imprensa / fóruns

   ☐ Outros. Por favor especifique: ▢

16. Qual tópico relacionado às estatísticas de gênero você gostaria de aprender sobre:

   Selecione tudo que se aplica

   ☐ Conceitos básicos relacionados às estatísticas de gênero, Por exemplo: ▢

   ☐ Mecanismos e ferramentas de coordenação estatística para promover um sistema estatístico de gênero eficaz e bem coordenado, Por exemplo: ▢

   ☐ Coleta de informações específicas de gênero usando pesquisas, Por exemplo: ▢

   ☐ Coleta de dados específicos de gênero usando fontes administrativas, Por exemplo: ▢

   ☐ Produção de indicadores específicos de gênero, Por exemplo: ▢

   ☐ Maneiras de apresentar informações de gênero aos usuários, Por exemplo: ▢

   ☐ Maneiras de analisar estatísticas de gênero, Por exemplo: ▢

17. Na sua opinião, quais são as questões / problemas de gênero mais importantes em seu país que precisam de mais explorações em termos de coleta ou comunicação de dados?

   a. ▢

   b. ▢

   c. ▢

Annex 2.3. Questionnaire C - Short Module for the ministries

Capacity Development For Better Gender Statistics

Questionário para os ministérios

O objetivo deste questionário é identificar lacunas nas estatísticas de gênero no sistema estatístico nacional, concentrando-se na capacidade estatística nacional, nos mecanismos de coordenação, na coleta de dados e no uso de estatísticas de gênero.

Este questionário coleta informações sobre estatísticas de gênero produzidas por diferentes ministérios / instituições, bem como sobre a coordenação geral da produção e uso de estatísticas de gênero. As respostas individuais não serão publicadas. Somente o resumo agregado das respostas será apresentado e usado para complementar uma revisão mais ampla das lacunas nas estatísticas de gênero, que atualmente está sendo realizada por um especialista em estatística de gênero em cooperação com o escritório nacional de estatística.

> *As estatísticas de gênero* são definidas pela soma das seguintes características:
>
> (a) Os dados são coletados e apresentados por sexo como uma classificação primária e geral;
>
> (b) Os dados refletem questões de gênero;
>
> (c) Os dados são baseados em conceitos e definições que refletem adequadamente a diversidade de mulheres e homens e capturam todos os aspectos de suas vidas;
>
> (d) Os métodos de coleta de dados levam em consideração estereótipos e fatores sociais e culturais que podem induzir viés de gênero nos dados.
>
> As estatísticas de gênero abrangem os campos tradicionais de estatística e podem servir como insumo **útil** no planejamento e elaboração de políticas que considerem abordar possíveis disparidades entre homens e mulheres.

Após a coleta dos questionários, todos os entrevistados serão convidados para um workshop para validar os resultados resumidos da avaliação.

<u>Respostas individuais não serão publicadas.</u>

País:

Ministério / instituição:
Nome:

Posição:
Sexo (masculino / feminino):
Email:

Data:

Colaboração entre produtores de dados

1) Ao coletar dados desagregados por sexo ou outras informações relacionadas a gênero, em qual das seguintes tarefas sua instituição coopera com o NSO? *Selecione todas as opções aplicáveis e Forneça exemplos de colaboração. Para selecionar uma resposta, clique duas vezes no quadrado cinza*

☐ Para compilar dados

☐ Consultar definições / conceitos / metodologias para coleta de dados

☐ Para definir prioridades para coleta de dados

☐ Para verificar a qualidade dos dados coletados

☐ Para analisar dados

☐ Divulgar estatísticas

☐ Não há colaboração. Indique o motivo:

2) Você coopera com outros ministérios ou agências para coordenar a produção ou disseminação de estatísticas de gênero?

☐ Sim. Forneça o nome da entidade e descreva a forma de colaboração

☐ Não. Indique o motivo: ▢

Uso de estatísticas de gênero

3) Sua instituição usa estatísticas de gênero produzidas pelo NSO / outros ministérios / outras agências? *Selecione uma resposta*:

☐ Nós nunca usamos estatísticas de gênero. Indique o motivo:

☐ Utilizamos estatísticas de gênero publicadas pelo NSO / outros ministérios / outras agências. *Especifique a instituição de origem, o tipo de estatística, a frequência e como eles são usados pela sua instituição*.

Instituição de origem Source Institution	Tópico	Frequência de uso	Como eles são usados pela sua instituição

4) Caso você use as estatísticas de gênero produzidas pelo NSO, avalie a qualidade delas em termos de:

Selecione uma resposta em cada categoria e especifique onde aplicável

O Relevância:

☐ As estatísticas de gênero atendem plenamente às nossas necessidades

☐ As estatísticas de gênero atendem parcialmente às nossas necessidades, porque (especifique)

☐ As estatísticas de gênero não atendem às nossas necessidades, porque (especifique)

☐ Eu não sei

O Precisão:

☐ As estatísticas de gênero estimam ou descrevem corretamente as características que foram projetadas para medir

☐ As estatísticas de gênero não estimam ou descrevem corretamente as características que eles foram projetados para medir. Por exemplo: ▢

☐ Eu não sei

O Actualidade:

☐ A actualidade das estatísticas de gênero é satisfatória

☐ A pontualidade das estatísticas de gênero pode ser melhorada, por exemplo:

☐ Eu não sei

O Acessibilidade dos dados:

☐ As estatísticas de gênero são facilmente acessíveis no site da NSO

☐ As estatísticas de gênero podem ser facilmente solicitadas e obtidas no NSO

☐ As estatísticas de gênero necessárias não são facilmente acessíveis, por exemplo: ▭

☐ Eu não sei

O Coerência:

☐ Os dados são coerentes nos conjuntos de dados, entre conjuntos de dados e ao longo do tempo

☐ Os dados nem sempre são coerentes nos conjuntos de dados, entre conjuntos de dados e ao longo do tempo, Por exemplo: ▭

☐ Eu não sei

5) Indique se você usou as seguintes informações relacionadas **às** estatísticas de gênero publicadas pela NSO:

☐ Selecione tudo que se aplica

☐ Metadados (definição, fonte, unidade, método de computação). Indique como você o acessa e com que frequência:

☐ Metodologias de pesquisas ou censos. Indique como você o acessa e com que frequência: ▭

☐ Outro material informativo. Indique que tipo de material, como você o acessa e com que frequência: ▭

☐ Nenhuma das opções acima.

6) Com que finalidade você usa estatísticas nacionais de gênero?

Selecione tudo que se aplica

☐ Eu não uso estatísticas de gênero

☐ Análise dos desenvolvimentos atuais para tomada de decisão a curto prazo, Por exemplo: ▭

☐ Análise de tendências para formulação de políticas a longo prazo, Por exemplo: ▭

☐ Segmentação de beneficiários e programas, Por exemplo: ▭

☐ Objetivos da pesquisa, por exemplo: ▭

☐ Informações econômicas gerais, Por exemplo: ▭

☐ De outros. Por favor especifique: ▭

7) O que poderia ser feito para melhorar a disponibilidade, acessibilidade e uso das estatísticas de gênero em sua instituição?

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

Capacity Development For Better Gender Statistics

Questionnaire For Gender Statistics Users

O objetivo deste questionário é identificar lacunas nas estatísticas de gênero no sistema estatístico nacional, concentrando-se na capacidade estatística nacional, bem como nos mecanismos de coordenação para a coleta de dados e o uso de estatísticas de gênero.

Este questionário coleta informações sobre o uso de estatísticas de gênero produzidas pelo sistema estatístico nacional. As respostas individuais serão tratadas com confidencialidade. Somente o resumo agregado das respostas será apresentado e usado para complementar uma revisão mais ampla das lacunas nas estatísticas de gênero, que atualmente está sendo realizada por um especialista em estatística de gênero em cooperação com o escritório nacional de estatística.

> *As estatísticas de gênero são* definidas pela soma das seguintes características:
>
> (a) Os dados são coletados e apresentados por sexo como uma classificação primária e geral;
>
> (b) Os dados refletem questões de gênero;
>
> (c) Os dados são baseados em conceitos e definições que refletem adequadamente a diversidade de mulheres e homens e capturam todos os aspectos de suas vidas;
>
> (d) Os métodos de coleta de dados levam em consideração estereótipos e fatores sociais e culturais que podem induzir viés de gênero nos dados.
>
> As estatísticas de gênero abrangem os campos tradicionais de estatística e podem servir como insumo **útil** no planejamento e elaboração de políticas que considerem abordar possíveis disparidades entre homens e mulheres

Respostas individuais não serão publicadas**.**

Pais:

Representando:

- ☐ **Parlamento**
- ☐ **Organizações da sociedade civil**
- ☐ **Midia**
- ☐ **Academia**
- ☐ **Setor privado**

Nome:

Posição:

Sexo (masculino / feminino):

Email:

Data:

1) Você usou estatísticas de gênero produzidas pelo escritório nacional de estatística (NSO) / ministérios / outras agências nos últimos três anos?

Selecione uma resposta (clique duas vezes no quadrado cinza e selecione "Marcado" em "Valor padrão")

☐ Sim. Por favor, descreva o objetivo ▭▭▭▭ (vá para Q1a).

☐ Não (prossiga para o terceiro trimestre)

a) Com que frequência você usa estatísticas de gênero?

☐ Costumo usar estatísticas de gênero. Eu os uso para:

Selecione tudo que se aplica

☐ Análise dos desenvolvimentos atuais para tomada de decisão a curto prazo, Por exemplo:

☐ Análise de tendências para formulação de políticas a longo prazo, Por exemplo:

☐ Monitoramento de políticas governamentais existentes, Por exemplo:

☐ Destaque questões de gênero, por exemplo:

☐ Como beneficiários de programas, Por exemplo:

☐ Objetivos da pesquisa, por exemplo: ☐

☐ Outro, especifique: ▭▭▭

☐ Eu raramente uso estatísticas de gênero. Por quê?

Selecione tudo que se aplica

☐ Eles não são relevantes para o meu trabalho.

☐ Eu não sei se eles estão disponíveis / são difíceis de encontrar.

☐ Eles não são confiáveis.

☐ Eles não são detalhadamente explicados nos relatórios disponíveis.

☐ Meu escritório não possui funcionários capazes de entender e usar estatísticas de gênero.

☐ Outro, Por favor especifique: ▭▭▭

b) Onde você obtém as estatísticas de gênero usadas?

☐ NSO ou outro escritório do governo

☐ Organizações internacionais

☐ Mídia

☐ Outro, Por favor especifique: ▭▭▭

2) Como você classificaria as estatísticas de gênero disponíveis no país em termos de (com 5 como a melhor pontuação):

Por favor, coloque um "X" abaixo da partitura selecionada

Characteristica	Definição	Avaliação				
		1	2	3	4	5
1. Relevância	As estatísticas de gênero disponíveis podem servir como informações úteis para o planejamento e a formulação de políticas.					
2. Precisão	As estatísticas de gênero disponíveis refletem a verdadeira situação de mulheres e homens no país.					
3. Oportunidade	A frequência e o cronograma das estatísticas de gênero e seu lançamento são oportunos para fins de planejamento e política.					
4. Acessibilidade	As estatísticas de gênero são facilmente acessíveis a partir de sites ou publicações.					
5. Facilidade de uso	Os relatórios ou comunicados de imprensa disponíveis sobre estatísticas de gênero são compreensíveis.					

3) Você participou de um treinamento sobre gênero ou estatísticas de gênero no passado

☐ Sim, por favor especifique o tópico: ▭

☐ Não

4) Você ou sua equipe gostaria de participar de um treinamento sobre como entender as estatísticas de gênero?

☐ Sim, Vou apreciar um convite.

☐ Não. Explique por que: ▭

5) Você ou sua equipe gostaria de participar de um fórum de divulgação sobre estatísticas de gênero organizado pela NSO após a divulgação de dados?

☐ Sim, aprecio um convite.

☐ Não, não é relevante para o nosso trabalho

6) Gostaria de receber informações regulares da NSO sobre novos lançamentos de statísticas de gênero?

☐ Sim, eu / meu escritório apreciaremos as informações.

☐ Não, não é relevante para o nosso trabalho

7) Por favor, forneça um exemplo do uso bem-sucedido das estatísticas de gênero e do impacto que isso criou: ☐

8) Existem tópicos / assuntos específicos que requerem mais cobertura em termos de estatísticas de gênero atualmente publicadas? Por favor especifique

o ☐

o ☐

o ☐

9) Somente para organizações / empresas que coletam dados específicos de gênero: indique se sua organização coleta informações específicas de gênero:

Tema: ☐

Frequência: ☐

Cobertura geográfica: ☐

Outras características: ☐

Annex 3 - The List of Gender Machinery

Institutions that Responded to the Questionnaire

1. National Institute of Statistics (INE)
   - Laura Duarte - Chefe de Departamento de Estatisticas Vitais e Ponto focal para estatisticas demograficas, sociais e vitais;
   - Maria Alfeu - Head of Department of Chefe de Reparticao central e Ponto focal para estatisticas demograficas, sociais e vitais;
   - Domingos Francisco Malate - Head of Central Repartition and Focal point for economic statistics;
   - Matilde Aurelio Chiulele - Technician and gender Focal Point for Economic Statistics;

2. Ministry of Work and Social Security (MITSS)
   - Celio R. Langa - Technician and gender Focal point

3. Ministry of Industry and Commerce (MIC)
   - Joaquim Afonso - Technician and gender Focal point

4. Ministry of Culture and Tourism (MICULTUR)
   - Jose Eugenio Travasso Faria - Head of Research and Statistics Department
   - Hortencia Cossa - Technician and gender Focal point
   - Lucilia Lorino - Head of Central Repartition for Gender Social Issues

5. Ministry of Land and Environment (MTA)
   - Vanessa Xavier - Head of Central Repartition of Gender and Environment and Gender Focal Point

6. IPEME
   - Nuria Vaz - Technician

7. State Secretariat of Youth and Employment
   - Ana Maria Dias - Head of Department of Employment Policy and gender Focal point.

8. University Joaquim A. Chissano
   - Egna Salimo - Head of Department

9. Pedagogical University
   - Benedita Donaciano Lopes - Director of Faculty

10. CTA
    - Claudia Catarina do Carmo Pinto - Advisor

Institutions that Didn't Respond to the Questionnaire

1. Ministry of Economy and Finance (MEF)

2. Ministry of Sea, Interior Water and Fishery

3. Ministry of Internal Affairs (MINT)

4. Ministry of Defense (MDN)

5. Ministry of Transport and Communication (MTC)

6. UEM - CeCaGe

Annex 4 – Gender Indicator Mapping

#	Indicator	Indicate if the indicator is in PGG, MGS, 2063 Agenda or SDG	The country collect data for this indicator (Y/n)	Last year with data availability	Frequency of data collection	Age	Sex	Urban/Rural	Disability	Main data source	Second data source	Alternative data source	The indicator has been produced	If produced, has already published	If yes, give the name of the publication	Intend Y/N	Name of the source
1	Average number of hours spent on unpaid domestic and care work, by sex, age and location (note: separate domestic work and care work, if...	MGS, SDG	N	-	-	-	-	-	-	Time-use survey			-	-	-	N	
2	Average number of hours spent on total work (total work burden), by sex	MGS, SDG	N	-	-	-	-	-	-	Time-use survey			-	-	-	N	
3	Labour force participation rate for persons aged 15-24 and 15+, by sex	MGS, SDG	Y	2017	5 year/Decennial	Y	Y	Y	N	IOF/RGPH			N	-	-	Y	IOF/DHS
4	Proportion of employed who are own-account workers, by sex	MGS, SDG	N	-	-	-	-	-	-	IOF/RGPH			-	-	-	Y	IOF/DHS
5	Proportion of employed who are contributing family workers, by sex	MGS, SDG	N	-	-	-	-	-	-	IFTRABL			-	-	-	N	
6	Proportion of employed who are employer, by sex	MGS, SDG	N	-	-	-	-	-	-	IFTRABL			-	-	-	N	
7	Percentage of adult population who are entrepreneurs, by sex	MGS, SDG	N	-	-	-	-	-	-	IFTRAB	RGPH/IOF		-	-	-	N	
8	Percentage distribution of employed population by sector, sex (sectors here refer to Agriculture, Industry, Services)	MGS, SDG	Y	2017	5 year/Decennial	-	Y	Y	N	IOF	IFTRAB		N	-	-	Y	
9	Proportion of informal employment in non-agriculture employment, by sex	MGS, SDG	Y	2005	Since 2005	-	Y	Y	N	INFOR			N	-	-	N	
10	Unemployment rate, by sex, age and persons with disabilities	MGS, SDG, AU2063	Y	2005	Since 2005	N	Y	Y	N	IFTRAB / IOF	RGPH	IOF with module on financial inclusion	-	-	-		
11	Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider, by sex	MGS, SDG	Y	2019	Biennial	-	Y	Y	N	INE/BM, FINSCOP, RGPH	RGPH		Y	Y	FinScop Report	Y	FinScop
12	(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure	MGS, AU2063	N	-	-	-	-	-	-	IOF/IFTRAB/DHS/MICS	National Land Cadastre		-	-	-	Don't know	
13	Gender gap in wages, by occupation, age and persons with disabilities*	MGS, SDG	N	-	-	-	-	-	-	IFTRAB			-	-	-	N	
14	Proportion of employed working part-time, by sex	MGS, SDG	N	-	-	-	-	-	-	RGPH/IOF	IFTRAB		-	-	-	N	
15	Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex	MGS, SDG	N	-	-	-	-	-	-	RGPH/IOF	IFTRAB		-	-	-	N	
16	Proportion of children under age 3 in formal care	MGS, SDG	N	-	-	-	-	-	-	Adm. Record			-	-	-		
17	Proportion of individuals using the Internet, by sex	MGS, SDG, AU2063	Y	2019	Biennial	-	Y	-	N	FINSCOP	IOF/RGPH	Administrative Record	Y	Y	FinScop Report	Y	FinScop
18	Proportion of individuals who own a mobile telephone, by sex	MGS, SDG, AU2036	Y	2019	Biennial	-	Y	-	N	FINSCOP	IOF/RGPH	Administrative	Y	Y	FinScop Report	Y	FinScop
19	Proportion of households with access to mass media (radio, television, internet), by sex of household head	MICS	N	-	-	-	-	-	-	DHS	FinScope		N			Y	FinScop
20	Youth literacy rate of persons (15-24 years), by sex	MGS, SDG	Y	2017	5 year/Decennial	-	Y	Y	N	RGPH	IOF	IDS	N				
21	Adjusted net enrolment rate in primary education, by sex	MGS, SDG	Y	2020	Annual	-	Y	N	N	School Census	IOF	IDS	N				
22	Gross enrolment ratio in secondary education, by sex	PGG, MGS, SDG	Y	2020	Annual	-	Y	N	N	School Census	IOF	RGPH	Y	Y	Statistica		
23	Gross enrolment ratio in tertiary education, by sex	PGG, MGS, SDG	Y	2020	Annual	-	Y	N	N	School Census	IOF	RGPH	N				
24	Gender parity index of the gross enrolment ratios in primary, secondary and tertiary education	MGS, SDG	Y	2020	Annual	-	Y	N	N	School Census	IOF	MICS	N				
25	Share of female science, technology, engineering and mathematics graduates at tertiary level	MGS, SDG	N	-	-	-	-	-	-	Adm. Record High School	IOF		N				
26	Proportion of females among tertiary education teachers or professors	MGS, SDG	N	-	-	-	-	-	-	Adm. Record	IOF		N				
27	Adjusted net intake rate to the first grade of primary education, by sex	MGS, SDG	Y	2019	Annual	-	-	-	-	School Census	IOF		N				
28	Primary education completion rate (proxy), by sex	MGS, SDG	Y	2019	Annual	-	-	-	-	School Census	IOF		N				
29	Gross graduation ratio from lower secondary education, by sex	PGG, MGS, SDG	Y	2019	Annual	-	-	-	-	School Census	IOF		N				
30	Effective transition rate from primary to secondary education (general programmatic), by sex	MGS, SDG	N	-	-	-	-	-	-	MICS			Y	Y	Multiple Indicator Cluster Survey	Y	
31	Educational attainment of the population aged 25 and older, by sex	MGS, SDG	N	-	-	-	-	-	-	IOF			N				
32	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods	MGS, SDG	Y	2015	Since	-	-	-	-	IDS, IMASIDA			N				
33	Under-five mortality rate, by sex	MGS, SDG, AU2063	Y	2011/2017	Since	-	Y	Y	N	IDS/RGPH			Y	Y	RGPH Result	Y	IDS
34	Maternal mortality ratio	MGS, SDG, AU2063	Y	2011/2017	Since 2008	-	-	-	-	IDS/RGPH			Y	Y	RGPH Result	Y	IDS
35	Antenatal care coverage	MGS, SDG	Y	2008	Since 2008	-	-	-	-	MICS			Y	Y	Multiple Indicator		
36	Proportion of births attended by skilled health personnel	MGS, SDG, AU2063	Y	2008		-	-	-	-	IDS, IMASIDA HH Survey (STEPS...			Y	Y	Multiple Indicator		
37	Age-standardized prevalence of current tobacco use among persons aged 15 years and older, by sex	MGS, SDG	N	-	-	-	-	-	-				-				
38	Proportion of adults who are obese, by sex	MGS, SDG	N	-	-	-	-	-	-				-				
39	Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	MGS, SDG, AU2063	Y	2015	Since 2015	Y	Y	N	N	IMASIDA/INSIDA			Y	Y	IMASIDA Report	Y	INSIDA 2021
40	Access to antiretroviral drug, by sex	MGS	Y	2019	Annual	Y	Y	N	N	Adm. Records			N				
41	Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease, by sex	MGS, SDG	N	-	-	-	-	-	-	COMSA/INCA M			N				
42	Women's share of government ministerial positions	MGS, SDG	N	-	-	-	-	-	-	Adm. Records			N				
43	Proportion of seats held by women in (a) national parliaments and (b) local governments	MGS, AU2063	Y	2020	Annual	N	Y	-	N	Adm. Records			N				
44	Proportion of women in managerial positions	MGS, SDG	N	-	-	-	-	-	-	Adm. Records			-				
45	Percentage of female police officers	MGS	N	-	-	-	-	-	-	Adm. Records			-				
46	Percentage of female judges	MGS, SDG	N	-	-	-	-	-	-	Adm. Records			-				
47	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	MGS, SDG	Y			-	-	-	-				-				
48	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	MGS, SDG	N	-	-	-	-	-	-				-				
49	Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	MGS, SDG	N	-	-	-	-	-	-				-				
50	Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	MGS, SDG	Y	2008	Since 2008	-	-	-	-	MICS			Y	Y	Multiple Indicator Cluster Survey 2008	Y	
51	Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	MGS, SDG	N	-	-	-	-	-	-	DHS			N				
52	Net enrolment rate by Sex and age in basic education level	2063	Y	2019	Annual	Y	Y	Y	N	School Census	IOF		N			Y	School Census
53	Secondary school net enrolment rate by sex	2063	Y	2019	Annual	Y	Y	Y	N	School Census	IOF		N			Y	School Census
54	Percentage of victim of violence who accessed integrated care services	PGG	N	-	-	-	-	-	-				-			Y	