Evaluation of the Zimbabwe National Strategy for the Development of Statistics (NSDS) II, 2016-2020, from a Gender Perspective

THE ZIMBABWE NATIONAL STATISTICS AGENCY (ZIMSTAT) IN COLLABORATION WITH UN WOMEN

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ACRONYMS AND ABBREVIATIONS

AfDB	African Development Bank
ALS	Agriculture and Livestock Survey
AusAID	Royal Danish Embassy, the Australian Agency for International Development
CEDAW	Convention on the Elimination of Discrimination against Women
CLIS	Census of Communal Land Irrigation Scheme
CRPD	Nations Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organisations
CZI	Confederation of Zimbabwe Industries
DFG	Census of Registered Deciduous Fruit Growers.
DFID	United Kingdom Department for International Development
DHIS	District Health Information System
DVA	Domestic Violence Act
EDGE	Evidence and Data for Gender Equality
EMIS	Education Management Information System
EU	European Union
GBV	Gender-Based Violence
GD	Gender and Development
GDP	Gross Domestic Product
GEPMI	Global Gender and Economic Policy Management Initiative
GEWE	Gender Equality and Women Empowerment
GRB	Gender-responsive budgeting
GRG	Gender Results Group
GSSC	Gender Sector Statistics Committee
I- PRSP	Interim-Poverty Reduction Strategy Paper
ICDS	Inter-Censal Demographic Survey
ICT	Survey on Information and Communication Technology
JCSWS	Justice, Crime Social Welfare Statistics
KRA	Key Result Area
LCFCS	Labour Force Child Labour Survey
LMIS	Labour Market Information System
LSS	Living Standards Survey
M&E	Monitoring and Evaluation
MDG	Millennium Development Goal

MICS	Multiple Indicator Cluster Survey
MMR	Maternal Mortality Ratios
MoECCTIT	Environment, Climate Change, Tourism, and International Trade
MoHACH	Home Affairs and Cultural Heritage
MoHTESTD	Ministry of Higher and Tertiary Education Science and Technology Development
MoLAWCRR	Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement
MoPSE	Ministries of Primary and Secondary Education
MoPSLSW	Ministry of Public Service Labour and Social Welfare
MoWACSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
MoYSAR	Ministry of Youth, Sport, Arts, and Recreation
NBSLEA	National Baseline Survey of Life Experiences of Adolescents
NDS	National Development Strategy
NDSDS	National Strategy for the Development of Statistics
NFIS	National Financial Inclusion Strategy
NGO	Non-Governmental Organization
NGP	National Gender Policy
NSS	National Statistical System
NSSA	National Social Security Authority
MSME	Micro, Small and Medium Enterprise
OECD	Organization for Economic Cooperation and Development
OPC	Office of President and Cabinet
PICES	Poverty, Income, Consumption and Expenditure Survey
PRS	Poverty Reduction Strategy
QEI	Quarterly Employment Inquiry
RBZ	Reserve Bank of Zimbabwe
RISDP	Regional Indicative Strategic Development Plan
SACCOS	Savings and Credit Cooperatives
SADC	Southern African Development Community
SDG	Sustainable Development Goals
SIDA	Swedish International Development Cooperation
SWOT	Strengths Weaknesses Opportunities Threats
TSP	Transitional Stabilisation Programme
TUS	Time-Use Survey
UNCT	United Nations Country Team
UNDP	United Nations Development Programme

UNECA	United Nations Economic Commission for Africa
UNFPA	United Nations Population Fund
UNFPOS	United Nations Fundamental Principles of Official Statistics
UNICEF	United Nations Children's Fund
UNSD	United Nations Statistics Division
USAID	United States Agency for International Development
VAW	Violence Against Women
WHO	World Health Organisation
ZDHS	Zimbabwe Demographic and Health Survey
ZIMASSET	Zimbabwe Agenda for Sustainable Social Economic
ZIMDAT	Zimbabwe Statistics Database
ZIMSEC	Zimbabwe School Examinations Council
ZIMSTAT	Zimbabwe National Statistics Agency
ZIMVAC	Zimbabwe Vulnerability Assessment
ZPCS	Zimbabwe Prison and Correctional Service
ZUNDAF	The Zimbabwe United Nations Development Assistance Framework
ZWRCN	Zimbabwe Women Resource Centre Network

ACKNOWLEDGEMENTS

EXECUTIVE SUMMARY

Gender equality has increasingly been recognized as being essential to the process of sustainable development and the formulation of effective national development policies and programmes. The demand for gender statistics has increased over the years owing to the demands of national policies and international conventions. However, although Zimbabwe Statistics Agency (ZIMSTAT) has succeeded in establishing a relatively sound gender statistics programme, additional guidance is needed to improve the availability of data and ensure proper mainstreaming of gender issues in all areas of official statistics.

The objective of this assignment was to assess the appropriateness and implementation of the Zimbabwe National Strategy for the Development of Statistics (NSDS) II, 2016-2020 from a gender perspective. The specific objectives were to:

- Conduct a comprehensive assessment of the Gender Statistical System through the Zimbabwe NSDS (II) to determine Zimbabwe's progress in mainstreaming gender in the statistical production process.

- Identify data and capacity gaps linked to gender statistics.

- Develop recommendations for the design and implementation of the Zimbabwe NSDS (III) from a gender data and statistics perspective.

The timing of this assessment, whose recommendations will feed into the design of NSDS III, will make it possible to meet the statistical requirements for monitoring the Zimbabwe National Strategy for Development (NSD) I, 2021-2025, including those from a gender perspective. The assessment has been performed mainly through a desk review of various published and grey literature, including virtual consultations with key informants. The response from the 40 key informants approached was relatively low (52.5 percent, that is, 21 responses), given the end-of-year timing of the assessment, and the fact that most offices were not fully operational due to COVID-19 restrictions[1]. The NSDS II was implemented during a period where the country was facing serious fiscal and monetary challenges characterized by macroeconomic instabilities including, negative Gross Domestic Product (GDP) real growth, foreign exchange shortages, high unemployment, high informal employment, energy shortages, and hyperinflation, among others

Despite the challenges and constraints, the success story is that a sizeable number of ZIMSTAT outputs are well gender mainstreamed, for example, the Labour Force and Child Labour Survey (LFCLS) Report and the 2019 Multiple Indicator Cluster Survey (MICS). In addition, the 2019 Women and Men Report, has mostly up-to-date gender statistics, although it can be improved in terms of content. Secondary data from administrative records such as the Education Management Information System (EMIS) and the District Health Information System (DHIS) is well gender mainstreamed. However, gaps remain with regards to the SDG gender-related indicators. This has

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[1]   All the 13 ZIMSTAT key informants responded. The response from Government institutions, including most Gender Focal Points was very low (3 out of 14); Non -Government Institutions (1 out of 7); Academia and Research Institutions (2 out of 3); and Development Partners (2 out of 3 institutions)

mainly to do with lack of detailed disaggregation. Gaps are also evident with regards to data on gender-based violence (GBV); women in the informal sector; financial inclusion; governance, peace, and security, among others. Most of the data used in the CEDAW country reports remain outdated.

The production of the Women and Men Report, the flagship publication of the Gender Statistics Department on a three-yearly basis, implies that between periods of production, users have outdated data. Out of all the UN 54 minimum set of gender indicators, 36 (67 percent) are available, 12 (22 percent) are partly available or not readily available, and 6 (9 percent) are not available. The ZIMSTAT Data Portal includes all the Sustainable Development Goal (SDG) indicators. However, the Data Portal is not updated regularly enough and is out of date for some of the SDG indicators. Most of the gender statistics presented in the CEDAW Sixth Periodic Report submitted by Zimbabwe under Article 18 of the Convention, due in 2016 and received in 2018 are outdated. Most of the information relates to the 2014 publication, which pre-dates NSDS II.

Some of the challenges faced with regards to gender mainstreaming of statistics stem from legislative weaknesses of the 2007 Census and Statistics Act itself, which does not have gender statistics-related provisions, yet there should be a regulation or clause specifying collection of gender information. The Gender Statistics Sector Committee established by ZIMSTAT to identify gender statistical gaps and monitor and evaluate the use of gender statistics by key stakeholders has not been effective. This was because the selected gender statistics focal persons in this committee were not technical enough, as most of them

were assigned from the human resources departments of government ministries. This was despite ZIMSTAT emphasizing the requisite technical skills required for the committee. This challenge persists in the current Gender Statistics Sector Committee reconstituted in August 2020. Where capacity for administrative data exists, the systems for administrative data are not well coordinated, for example, for gender-based violence (GBV) statistics. However, for GBV data, there is an initiative to coordinate and standardize this data through the development of a national GBV Information Management System (IMS) Framework and Implementation Plan including business processes, by the United Nations Population Fund (UNFPA). Statistical literacy, especially with regards to gender statistics, concepts, definitions, indicators, and gender mainstreaming is low among users and the presentation of gender statistics is not friendly for some users.

According to the Organization for Economic Cooperation and Development (OECD) DAC Evaluation of the NSDS II from a gender perspective, the NSDS II remains very relevant from a gender perspective as it covers a wide spectrum of censuses, surveys, and administrative records, which provide gender statistics. The NSDS II is effective from a gender perspective as witnessed by the wide usage of gender disaggregated data in planning, policy formulation, programming, and monitoring and evaluation. The efficiency of the NSDS II with regards to providing gender disaggregated data is compromised by lack of sufficient modernization in data collection and analysis methods to quicken the process and reduce the time lag between data collection and dissemination of results. The NSDS II is not adequately resourced financially and a number of activities are not being

implemented. Technical capacity for gender mainstreaming is inadequate. The country relies more on censuses and surveys whose budgets are always supplemented by development partners to enable collection of a comprehensive data set, which may not be sustainable. The impact of the NSDS II from a gender perspective remains subdued and can be improved by: more literacy in production of gender statistics; gender concepts, definitions and mainstreaming; and use of gender indicators in planning, programming, and monitoring and evaluation (M&E). Advocacy around gender mainstreaming and gender statistics is also important.

With regards to accuracy, to a great extent, the available gender statistics reflect the true situation of women and men in the country. The existence of the Compendium of Statistical Concepts and Definitions is evidence of good quality data, although the quality can be improved. Timeliness of data has generally been improved with up-to-date gender information from the MICS and LFCLS, for example, except for those activities which could not be implemented due to financial constraints. Data in the Zimbabwe Data Portal, although accessible, is presented in fixed tables with no interactive databases to enable flexible compilation of gender-sensitive data. With regards to user-friendliness, the available reports or press releases on gender statistics are understandable.

It is recommended that the NSS institutions be fully involved in the NSDS process for ownership and compliance with its requirements, including the need to mainstream gender in statistics. The Census and Statistics Act should have gender statistics-related provisions and there should be a regulation specifying collection of gender information

so as to make it obligatory for the NSS institutions to prioritize gender mainstreaming. The practice of adding topical issues in data collection such as the effects of COVID-19 should be continued in NSDS III with improved gender mainstreaming. This practice has been done for 2017 PICES, with the Smallholder Agriculture Module and the 2020 Rapid PICES Monitoring Survey, with the latter including monitoring the effects of COVID-19.

Regarding administrative data, the Census and Statistics Act should be revised so that it can give ZIMSTAT the mandate to utilize administrative data and oblige public institutions to provide ZIMSTAT with administrative data for statistical purposes, including data on gender. At the same time, the legislation of public institutions which provide administrative data to ZIMSTAT should be reviewed to allow for the smooth flow of data to ZIMSTAT for use in its statistical processes. In this regard, there is need to have a person, under M&E, working solely on data, including gender statistics, in every ministry. There is need for continuous gender sensitization among management at ZIMSTAT to encourage and equip them to take it upon themselves to ensure that gender is mainstreamed in data production process in their departments and to advocate for adequate budget allocation from the national coffers to sustain the production of gender statistics.

ZIMSTAT should strengthen its collaboration with the main development partners with regards to funding of its program as well as other issues of mutual interest. A joint committee can be set up to discuss ZIMSTAT's work program and identify potential entry points for development partners. There is need to raise awareness of gender statistics with policymakers. Important policymakers

such as parliamentarians and members of the Cabinet need to be sensitized on the importance of people-centered statistics such as those on gender. Necessary steps should be taken under NSDS III to ensure that gender-related concepts and definitions are harmonized across the NSS, following what is in the ZIMSTAT Compendium of Statistical Concepts and Definitions.

The activities which failed to take place during NSDS II, mainly due to lack of resources, should be prioritized in the coming NSDS III with emphasis on gender mainstreaming including gender-specific surveys such as standalone Violence against Women Prevalence Survey; Informal Sector Survey; a fully-fledged Time Use Survey (TUS), with special reference to women; Finscope Consumer Survey; and Finscope Small Business Survey[2]. The various censuses which could not be conducted under NSDS II such as the Census of Communal Land Irrigation Schemes (CLIS) and Census of Registered Poultry Producers, which would provide key information on the economic activities of women, should be conducted under NSDS III. The Zimbabwe Demographic and Health Survey (ZDHS) and Multiple Indicator Cluster Survey (MICS) should be conducted every two and half years instead of the current five-year cycle. This will provide current data for many of the key gender indicators. Routine surveys such as the 2024 MICS and 2024 LFCLS, which are both gender mainstreamed, should be continued and opportunities identified to make them even more gender relevant. The Reserve Bank of Zimbabwe (RBZ) collects information on financial inclusion that is well gender mainstreamed. This information should be included in the Women and Men in Zimbabwe Report. Other data gaps identified such as national governance, peace, and security data, and women in local government data should also be prioritized in NSDS III. Financial support should be availed for the production of prison reports, which present statistics by sex, and also for training prison officers in general data collection, analysis, and dissemination using a gender lens.

With regards to improving dissemination of data, there is a need to develop a visible gender web portal, under the current data portal dedicated to gender statistics to provide easy access and to reach a large part of the users. Improvement of the ZIMSTAT website is necessary to allow for creation of own tables which are gender specific. Anonymized microdata should be readily available for analytical research purposes, including gender. Public statistics literacy is low, which makes it necessary to train users of data, including journalists, on gender concepts, definitions, and mainstreaming. Campaigns such as Africa Statistics Day with gender statistics as one of the themes as in 2012[3] can also be used for public statistics literacy. User-friendly publications which clearly portray the situation of women and men are also good practice in data dissemination. NSS stakeholders consulted in this assessment expressed the need to further develop capacities within NSS through training in basic gender concepts relating to gender statistics, production of specific gender indicators, presentation of gender information to users, and ways of

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[2] The FinScope survey is a research tool which was developed by FinMark Trust1. It is a nationally representative survey of how individuals source their incomes, and how they manage their financial lives

[3] The African Statistics Day, 2012: Making Every Woman and Man Count: Engendering Statistics for Better Development Outcomes by ZIMSTATS and UNICEF

analyzing gender statistics, among others. ZIMSTAT in-service should be resuscitated and officials in the NSS trained on gender concepts, definitions, and gender mainstreaming. To ensure that users are informed at the same time, there is need to establish an advance release calendar on gender statistics production as recommend by standard international practice.

The following activities, not conducted under NSDS II, should be conducted timeously using a gender lens for effective implementation of NSDS III: quarterly meetings to review NSDS III implementation; sector committee meetings; mid-term evaluations; final evaluations; and a User Satisfaction Survey, all from a gender perspective. The Gender Statistics Committee should meet regularly to identify gender statistical gaps and to monitor and evaluate the use of gender statistics by key stakeholders.

NSDS III should improve on the five SDG gender-related indicators that are partly available and also devise ways to fill the gaps regarding indicators that are not available. There is a need to make sure that gender-related data for monitoring SDGs is up to date for it to be useful. NSDS III data collection and analysis priorities should address data gaps on GBV against women. This requires that data be disaggregated by age, type of violence, and relationship between the victim and the perpetrator. The data gap on earnings by sex from the QEI should be filled in the NSDS III era.

There are various possible entry points for UN Women in the upcoming NSDS III. Financial and technical support can be rendered in training the NSS stakeholders on gender concepts and definitions, gender indicators, and gender mainstreaming, as well as seconding a gender mainstreaming expert and a gender statistician to

ZIMSTAT. The expert will help ZIMSTAT to craft and implement the NSDS III using a gender lens, assist with the coordination of gender statistics-related activities in the NSDS, and improve awareness and advocacy related to the importance of gender mainstreaming and gender statistics. The expert will also give technical support on monitoring annual plans, midterm, and final evaluations from a gender perspective. UN Women can also support the NSDS III process by assisting with the preparation of project proposals to mobilize resources for gender mainstreaming and the development/improvement of gender statistics from the local and international community. Support can also be given to: producing guidelines on mainstreaming gender in statistical production; a specific strategy for the development of gender statistics, concurrent with NSDS III, so as to remain focused on gender; and the operationalization of the Gender Equality and Women Empowerment (GEWE) M&E Framework. Support can also be rendered towards building a supportive policy and institutional environment to improve monitoring of national and international commitments on the SDGs with a particular focus on the 54 selected gender-related indicators.

The technical capacity gap with regards to gender statistics is huge. UN Women can support building capacity in the collection, analysis, and use of gender statistics, including administrative data, and gender mainstreaming, through continuous training of the whole NSS and revival of in-service training in ZIMSTAT with a similar focus. Technical and financial support is also required to fill gender data gaps identified in this assessment by ensuring that quality and comparable gender statistics are produced regularly. Material support could also be provided in terms of

computer equipment to modernize the gender production system as a whole. UN Women can also facilitate exchange visits and sharing of experiences and good practices with other countries that are more advanced in the collection, analysis, and use of gender statistics as part of building this capacity.

INTRODUCTION AND BACKGROUND

1.1 INTRODUCTION

The Government of Zimbabwe is mindful of the essential need for good quality statistical information for evidence-based planning, design, monitoring and evaluation of both national and international development policies, programmes and conventions. The recently launched five-year National Development Strategy (NDS) I, 2021 -2025, acknowledges that some progress has been made in gender mainstreaming, although it remains limited[4]. Women continue to face bottlenecks in respect of opportunities in the socio-economic and political spheres including limited access to finance and freehold property, limited opportunities to influence policy, and legal, cultural, and patriarchal barriers. In this regard, reliable gender statistics is a necessity as it highlights different conditions for women and men, girls, and boys[5] for evidence-based decision-making, planning, implementation, and

monitoring and evaluation (M&E), since women and men have different needs, access to, and control over resources in society.

Gender mainstreaming in M&E requires that the National Statistical System (NSS) provides timely, accurate, reliable, and coherent gender statistics. It is in this regard, that national statistical development strategies should adequately mainstream gender. The Partnership in Statistics for Development in the 21st Century (PARIS 21) - a global coalition of national, regional, and international statisticians, analysts, and policymakers - defines the National Strategy for the Development of Statistics (NSDS) as *"a consistent set of interdependent decisions, taken by the national authorities with respect to what will be done during the next four to five years in order to ensure that better statistics and better analysis*

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[4]   Government of Zimbabwe, NSDI, (2020)

[5]   National Planning Commission Central Statistical Agency of Ethiopia (2017)

of these statistics are made available, and thereby meet the priority needs of national and international decision makers as well as those of civil society"[6]. The timing of the planned NSDS III is appropriate as it coincides with the new economic blueprint (NSD I).

The second NSDS (NSDS II, 2016-2020) for Zimbabwe, a successor of NSDS I (2011-2015), was designed to strengthen statistical capacity across the NSS. The six strategic objectives of NSDS II are to:

- Strengthen the civil registration system, administrative records, surveys, and other sources of data;

- Improve quality, dissemination of statistics and public statistical literacy;

- Improve statistical advocacy and integrate use of statistics in decision-making;

- Develop capacities within NSS;

- Consolidate coordination within NSS; and

- Improve resource mobilization and build strategic partnerships.

As the coordinating agency of the NSS, ZIMSTAT monitors all outputs and activities of NSDS II. Sectoral NSS institutions also monitor the NSDS II at the sector level. The NSDS II is estimated to cost about US$111 million and is being financed by the Government of Zimbabwe and development partners.

The objective of this assignment is to assess the appropriateness and implementation of the Zimbabwe NSDS II from a gender perspective.

Specifically, the assessment involves:

- Conducting a comprehensive assessment of the gender statistical system through the Zimbabwe NSDS II to establish the country's progress in mainstreaming gender in the statistical production process.

- Identifying data and capacity gaps linked to gender statistics; and

- Developing recommendations for the design and implementation of the Zimbabwe NSDS III from a gender data and statistics perspective.

1.2 BACKGROUND

International and Regional

Zimbabwe's commitment to addressing issues of discrimination against women and other related gender inequalities is reflected in a manner that conforms with international standards and expectations[7]. An NSDS should be able to provide gender-sensitive data aligned to the requirements of national, regional, and global/international commitments. At the international level, Zimbabwe is a signatory to the Convention on the Elimination of Discrimination against Women (CEDAW), the 1995 Beijing Platform of Action (BPfA), the United Nations Convention on the Rights of Persons with Disabilities, (CRPD) and its Protocol, and the United Nations' Sustainable Development Goals (SDG), among others. Gender statistics will enable the Government of Zimbabwe to fulfil its obligation of submitting reports that demonstrate

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[6]   Zimbabwe National Statistics Agency (2015)

[7]   Sixth periodic report submitted by Zimbabwe under article 18 of the Convention, due in 2016*
    [Date received: 6 December 2018]

progress on agreed targets in the regional, continental, and international instruments on gender equality, human rights and women's empowerment.

UN Women's vision of equality is enshrined in the UN Charter and promotes 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. As such, UN Women produces and facilitates the production and use of gender data and statistics in support of this mandate. It is in this regard that UN Women is supporting the assessment of the NSDS II from a gender perspective so as to support the improved implementation of the upcoming NSDS III planned for 2021-2025.

At the regional level, Zimbabwe is a signatory to the Africa Agenda 2063, has ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, and acceded to and domesticated the Protocol to Prevent, Suppress and Punish Trafficking in Persons, and the Southern African Development Community (SADC) Protocol on Gender and Development, among others. SADC gender protocol now has a monitoring and evaluation framework with gender indicators. Zimbabwe has not yet ratified the African Charter on Statistics.

National

To align with these international and regional instruments, the Government of Zimbabwe has enacted laws and developed policies to facilitate, support, and strengthen the implementation of CEDAW. Zimbabwe's supreme law, the 2013 Constitution *Section 17 (2),* talks of gender balance and in particular on subsection (1) notes that *"the State must promote the full participation of women in all spheres of Zimbabwean society on the basis of equality with men;* In subsection (2) it notes that, *"the State must take positive measures to rectify gender discrimination and imbalances resulting from past practices and policies".* This demonstrates the importance attached to gender equality in the country. The 2013 Constitution has a Bill of Rights in which gender-related matters and rights of women are clearly elaborated. Gender equality is a fundamental human rights issue and affects both men and women in equal measure. The process of aligning all laws, including laws that speak to gender and the rights of women, to the Constitution is ongoing. The Zimbabwe Gender Commission and the Human Rights Commission have been established as required under Section 245 of the Constitution.

The 2017 National Gender Policy (NGP) was also revised to actualize the provisions of the Constitution and other emerging gender issues. The NGP states the need for evidence-based gender statistics to monitor gender equality as a policy objective. The National Gender Policy Implementation Strategy[8] has a chapter on M&E, with 37 gender -related indicators[9]. The National Gender Policy Implementation Strategy states that all line Ministries and Government Departments are to *"Collect, package, analyze, and disseminate relevant information on gender statistics".*

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[8]   Ministry of Women Affairs, Community, Small and Medium Enterprise Development (2018)

[9]   ZIMSTAT key informant

Zimbabwe NSDS II (2016-2020) was implemented partly during the Zimbabwe Agenda for Sustainable Social Economic Transformation (ZIMASSET, 2013-2018) and the Transitional Stabilization Programme (TSP, October 2018 – December 2020). In ZIMASSET (2013-2018), a specific Key Result Area (KRA) on Gender and Development (GD) was included under the on Social Services and Poverty Eradication Cluster. Gender mainstreaming was one of the main programme areas for investment under the Social Services and Poverty Eradication Cluster of ZIMASSET leading to increased participation of women in key social, economic, and political sectors. The TSP recognizes gender equality as fundamental to achieving equitable, sustainable, and inclusive socio-economic development. The TSP had gender and development as a key result area with specific focus on gender-based violence, women's economic empowerment, and women's participation in politics and decision-making. It therefore seeks to *"enhance gender mainstreaming in all sectors of the economy, including in statistics, in order to eliminate all negative economic, social and cultural practices that impede equality of sexes"*. This implies the need for gender mainstreaming of statistics if they are to serve as evidence to guide policy, implementation, and M&E. Gender mainstreaming has always been a priority in Zimbabwe's strategies, with the Interim-Poverty Reduction Strategy Paper (I-PRSP, 2016-2018) also prioritizing monitoring of gender mainstreaming in all the I-PRSP pillars[10].

The recently-launched five-year NDS I (2021-2025), which coincides with the planned NSDS III, has an overarching goal which is *"to ensure*

high, accelerated, inclusive and sustainable economic growth as well as socio-economic transformation and development as we move towards an upper middle-income society by 2030". The NDS I is aimed at realizing the country's Vision 2030, while simultaneously addressing the global and regional aspirations of the Sustainable Development Goals (SDGs) and Africa Agenda 2063, including the SADC Regional Indicative Strategic Development Plan (RISDP), among others. It is envisaged that during the implementation of the NDS I, cross-cutting issues such as gender, youth, people living with disabilities, arts and creative industry, environment and information communication technology will be mainstreamed in all Thematic Working Programmes to ensure that the aspirations are realized.

According to the NDS I, the key strategies, and deliverables in mainstreaming gender in the development process are[11]:

• Further mainstreaming gender sensitive policies and legislation.

• Integrating gender issues into national and sectoral economic policies and national budget policies.

• Programming and budgeting, which involve identifying gender issues, interventions, budget costings, and setting performance benchmarks.

• Prioritizing resource allocation, disbursement, and implementation of national and sectoral gender plans and programmes through:
  – Implementing gender sensitive programmes and projects, targeting women, and
  – M&E, which involves tracking performance, and feedback for policy review.

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10   Government of Zimbabwe, Ministry of Finance, Zimbabwe (2016)

11   Government of Zimbabwe, Ministry of Finance and Economic Development (2020)

Feedback obtained from the Office of President and Cabinet (OPC) during consultations for this assignment revealed that the National M&E Policy and M&E Guidelines recognizes that gender-related issues should be taken into account when carrying out M&E at every level. According to OPC, as an apex office providing oversight to government ministries, departments and agencies, ensuring that gender statistics are produced and used in decision-making is of paramount importance.

The Government of Zimbabwe adopted the Global Gender and Economic Policy Management Initiative (GEPMI)[12] to mainstream gender into macro-economic and finance policy development and implementation, economic planning, and economic policy analysis so that economic policies and poverty reduction strategies deliver results equitably to women and men, girls, and boys. Gender economic empowerment measures in Zimbabwe include the implementing the UNDP-assisted Gender Responsive Economic Policy Management Initiative (GERPMI), a framework for gender-responsive budgeting (GRB). According to the Government of Zimbabwe, gender budgeting is central to the equitable distribution of resources among women and other marginalized groups[13]. At the beginning of the budget cycle, ministries are required to submit their gender budgeting statement. Most key government officials in the gender machinery such as directors of finance, permanent secretaries (PSs), gender focal persons, heads of department and budget review officers, economists and members of parliament (MPs)

are trained in gender budgeting by institutions such as Zimbabwe Women Resource Centre Network (ZWRCN), among others.

The Government of Zimbabwe through the Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MoWACSMED) developed a GEWE M&E Framework in 2016-2017 with the aim of tracking gender equality results across ministries. The Framework defines the results framework for GEWE by identifying core indicators to be measured and tracked for each sector. One of the key objectives of the GEWE M&E framework is to enable enforcement of accountability for resources allocated to specific strategies related to gender. The operationalization of the GEWE M&E Framework will go a long way in strengthening the production of gender administrative statistics. In this regard, operationalization of GEWE M&E Framework should be considered in NSDS III as ZIMSTAT has a role to play in improved data collection, analysis, and dissemination of gender statistics among relevant line ministries, government departments, and CSOs, and in the development of tools and systems for collection, analysis, and dissemination of gender statistics.

According to the CEDAW report of 2019, a National Action Plan has been developed to facilitate the implementation of CEDAW in consultation with relevant stakeholders drawn from all ministries, parliament, United Nations Country Team (UNCT) the Judiciary and CSOs, among others[14]. Structured gender programmes such as gender awareness

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[12] The Global Gender and Economic Policy Management Initiative (GEPMI) is a comprehensive capacity development and policy advisory services programme that aims to help economic policies and poverty reduction strategies deliver results equitably to women and men, girls, and boys.

[13] CEDAW 75th Session, (15 January 2020)

[14] Sixth periodic report submitted by Zimbabwe under article 18 of the Convention, due in 2016*[Date received: 6 December 2018]

campaigns, commemoration of international calendar events, GBV awareness campaigns, curriculum development, have been implemented in recent years, among others. Drawing from the NGP, the Government of Zimbabwe through MoWACSMED developed a Broad-Based Women's Economic Empowerment Framework, Girls Empowerment Framework, and National Strategy on GBV (2012-2015). The National Indigenization and Economic Empowerment Charter, which sets out the principles and framework for achieving indigenization and economic empowerment, includes provisions for *"equal opportunities for all, including gender-sensitive ownership and participation in the economy by indigenous Zimbabweans."*

The Zimbabwe UN Development Assistance Framework (ZUNDAF 2016 -2020) has a standalone thematic working group on gender equality, namely the Gender Results Group (GRG). The upcoming NSDS III timing coincides with the planned ZUNDAF 2021-2025. All these frameworks require up-to-date gender statistics for continuous M&E.

Since women constitute the majority of the population (52 percent[15]), their inclusion in all economic, political, and social spheres is critical for the attainment of Zimbabwe's Vision 2030. According to NSD I, some of the interventions implemented with regards to gender mainstreaming include: operationalization of the Zimbabwe Gender Commission to spearhead the gender agenda; the Human Rights Commission; enactment and popularization of the Domestic Violence Act (DVA) to combat GBV; prioritization of resource allocation and disbursement to women empowerment programmes; capitalization of the women's microfinance bank; introduction and enforcement of policies for free maternal healthcare services to reduce maternal mortality rates. At the time of this assignment, Zimbabwe was commemorating the 16 Days (25 November to 10 December 2020) of activism against GBV, during which time the media awash with information on various related advocacy programmes.

1.3 METHODOLOGY

This assessment of the NSDS II (2016-2020) involved a desk study of published reports and other grey literature, and 40 virtual key informant consultations in compliance with COVID-19 restrictions (see Annex A1.1.). Key informants included most ZIMSTAT departments, key government ministries, private sector actors including the media, CSOs, research institutions, academia, and development partners. The response from the 40 key informants approached was relatively low (52.5 percent, that is, 21 responses), given the end-of-year timing of the assessment, and the fact that most offices were not fully operational due to COVID-19 restrictions[16]. Key informant consultations were held from 2 November to December 15, 2020. With COVID-19 WHO guidelines, it was not possible to hold in-person interviews, and clarifications from the completed questionnaires were done virtually.

Five specific instruments for guiding interviews were prepared to solicit appropriate and relevant information useful in the assessment, Annexes A1.2;

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[15]   ZIMSTATS, 2017 ICDS.

[16]   All the 13 ZIMSTAT key informants responded. The response from Government institutions, including most Gender Focal Points was very low (3 out of 14); Non -Government Institutions (1 out of 7); Academia and Research Institutions (2 out of 3); and Development Partners (2 out of 3 institutions)

A1.3; A1.4; A1.5 and A1.6. Instrument design was mainly guided by the 2020 Paris 21 and UN Women framework and implementation guidelines for Assessing Data and Statistical Capacity Gaps for Better Gender Statistics[17]. The National Gender Assessment framework of Bangladesh also informed the instrument design. The five instruments were directed to the following:

- **Instrument 1** - ZIMSTAT Head of Gender Statistics and Head of the National Statistics System;
- **Instrument 2** - ZIMSTAT heads of departments;
- **Instrument 3** - Gender Sector Statistics Committee members and Gender Focal Points;
- **Instrument 4** - Key Stakeholders – Government Institutions, Civil Society, Private Sector, Research Institutions, Academia, and
- **Instrument 5** – Development Partners.

Evaluation of information from desk reviews and key informant consultations was used in drafting this Assessment Report. To assess some of the gender statistics gaps, some of the published statistical reports were used. The review also assessed the NSS to identify normative and institutional gaps that hinder the regular production of gender statistics. The assessment looks at data quality, adequacy, consistency, timeliness, access, and

mode of dissemination, among other attributes, both from interviews with key informants and from published reports. Modes of data collection, processing, analysis, and dissemination helped assess whether there is adequate adaptation to technological advances. The objectives, strategies, activities, and expected results in the NSDS II were assessed from a gender statistics perspective to establish whether gender mainstreaming has been achieved in the statistics production chain.

The evaluation included an assessment of whether, during the NSDS II 2016 – 2020 period, the gender indicators requirements for the relevant 2030 Agenda for SDGs and the 54 gender-specific SDG indicators selected by the UN Women were collected. The 17 Sustainable Development Goals (SDGs) have identified 232 indicators, 54 of which are gender-specific and also cover topics such as violence against women (VAW), unpaid care, and domestic work[18].

The NSDS II assessment is guided by the core principles based on the UN Fundamental Principles of Official Statistics (UNFPOS), 2014[19]. The OECD DAC Evaluation Criteria[20], which looks at the criteria listed below, was also used for overall assessment of NSDS II: relevance; effectiveness; efficiency; equity, including gender equality; sustainability; coherence and impact.

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[17] Paris21 and UN Women (2020)

[18] Paris21 and UN Women (2020)

[19] UN (2015) - 1. Relevance, impartiality, and equal access; 2. Professional standards, scientific principles, and professional ethics; 3. Accountability and transparency; 4. Prevention of misuse; 5. Sources of official statistics; 6. Confidentiality; 7. Legislation; 8. National coordination; 9. Use of international standards; 10. International cooperation10. International cooperation

[20] The positive and negative changes produced by a development intervention, directly or indirectly, intended, or unintended. This involves the main impacts and effects resulting from the activity on the local social, economic, environmental, and other development indicators. *www.oecd.org/dac/evaluation*. The adapted improved criteria have been drawn to reflect the integrated nature of sustainable and current policy priorities and are useful for evaluating interventions aimed at achieving the Sustainable Development Goals as set out in Agenda 2030 and the Paris Agreement. The adapted evaluation criteria retain conceptual clarity and keeping the definitions as simple as possible; is better in responding to equity, gender equality and the leave no one behind imperative. One major new criterion: Coherence – to better capture synergies, linkages, partnership dynamics, and complexity. *www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm*

Box 1.1 presents selected gender concepts used in this assessment.

Box 1.1: Selected Gender Concepts

Gender: Refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed, and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures".

Gender statistics: Are defined by the sum of the following characteristics: a) data are collected and presented by sex as a primary and overall classification; b) data reflect gender issues; c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and d) data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data (UN, 2016b).

Sex-disaggregated data are data on individuals differentiated by sex. They are collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex-disaggregated data have the capacity to reveal differences in the lives of women and men that result from gender roles and expectations.

Gender indicators: Serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions, and feelings) (EIGE, 2015).

Gender mainstreaming: In a national statistical system includes activities that aim to apply a gender perspective holistically at all stages of data production, statistical coordination, communication, and statistics use.

A National Strategy for the Development of Statistics is a country's plan for developing statistical capacity across the entire national statistical system (NSS). Such a strategy sets out a vision of where the NSS should be over a five- to ten-year timeline and a roadmap for achieving this goal. It also presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a coordinated, synergistic, and efficient manner. Furthermore, it provides both a framework for mobilizing, harnessing, and leveraging national and international resources as well as a basis for an effective and results-oriented strategic management of the National Statistical System.

Source: Paris21 and UN Women, 2020; Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.

The main deliverables from this assignment, which commenced with an inception report, comprise two draft reports on "The Evaluation of the Zimbabwe NSDS II (2016-2020), from a Gender Perspective"; A second draft report; and a final report on the document. The second draft was validated by the key respondents. This report starts with an executive summary followed by the first chapter consisting of an introduction, background, and problem analysis with regards to the shortage of gender mainstreamed data. Chapter 1 also includes the methodology used in this assessment and the institutional and legislative framework. Chapter 2 presents the assessment of the gender statistical system through the Zimbabwe NSDS II by evaluating NSDS II activities from a gender perspective by objectives. Chapter 3 is an assessment of SDG gender-specific indicators; the UN 54 minimum set of gender-related indicators, and CEDAW gender data provision. Recommendations are presented in each section. All the assessments present statistical, institutional, and operational gender gaps, which need to be addressed. Chapter 4, the concluding chapter, then presents the summarized conclusions, including recommendations for the NSDS III, 2021-2025 as well as UN Women's Entry points.

1.4 INSTITUTIONAL AND LEGISLATIVE FRAMEWORK

Ministry of Women Affairs, Gender and Community Development

Zimbabwe's gender management system is comprised of MoWACSMED, gender focal persons in line ministries, A Gender Commission, the Parliamentary Portfolio Committee on Gender, the Parliamentary Women's Caucus, and the Women's Movement. Gender focal persons work directly with the MoWACSMED, and some gender focal persons also serve on the Gender Sector Statistics Committee. This management system plays an important oversight and monitoring role for achieving accountability on gender equality and women's rights in government ministries and public sector institutions. There is also a network of gender structures at district and community levels that can serve as catalysts for gender mainstreaming in service delivery and for the effective dissemination of knowledge and information to women and girls. At the highest political level, the OPC through the M&E Unit, have ultimate oversight over the NSS. ZIMSTAT is recognized as an important institution to facilitate the production and use of sex disaggregated data

The National Statistical System

ZIMSTAT is the coordinator of the National Statistical System in Zimbabwe. The NSS is made up of other data producers (including line ministries, other government institutions such as Reserve Bank of Zimbabwe, Registrar General's Office, Zimbabwe Revenue Authority, Meteorological Services of Zimbabwe, Zimbabwe Tourism Authority), and data users, as well as research and training institutions (see Figure 1.1). The 2019 peer review carried out by the African Union (AU) Commission, reported that NSS institutions did not identify with the NSDS, because they are not fully involved in its development process and are not clear whether they are bound by it[21].

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[21] African Union Commission (2019)

Within ZIMSTAT, there is a standalone department whose mandate includes production of gender statistics either alone or in partnership with other sister departments in the Agency. The main tasks of the Gender and Education Statistics Department includes analyzing data from a gender perspective, disseminating gender statistics through publications and/or Agency website, ensuring that a gender perspective is addressed in all aspects of the statistics production within ZIMSTAT, conducting methodological work (development of gender statistics, measurement issues, data collection methods) and coordination of an inter-agency gender statistics committee.

A Gender Sector Statistics Committee (GSSC) whose mandate is mainly to promote the production and use of gender statistics in the NSS exists under the auspices of the NSDS. The Committee is chaired by MoWACSMED with ZIMSTAT providing secretariat services. Specifically, the Committee is expected to mainstream issues from the gender sector into the national statistical development processes by:

- Providing sex-disaggregated data from the institutions represented on the Committee for ZIMSTAT publications
- Identifying new data needs and sources for gender statistics to feed into and monitor progress towards various regional and international normative frameworks
- Providing solutions for getting statistics from some institutions
- Advocating for the production and utilization of gender statistics in statistics for the various sectors
- Participating in and building capacity for collecting gender statistics
- Developing a National Gender Statistics Strategy
- Operationalizing the GEWE Framework
- Conducting a gender audit of ZIMSTAT products and services – the Committee is to assess the relevant department's achievements and what still needs to be done with regards to the provision of gender statistics and services offered to clients in the NSS.

Figure 1.1: Institutional Structure for Gender Sector Statistics System
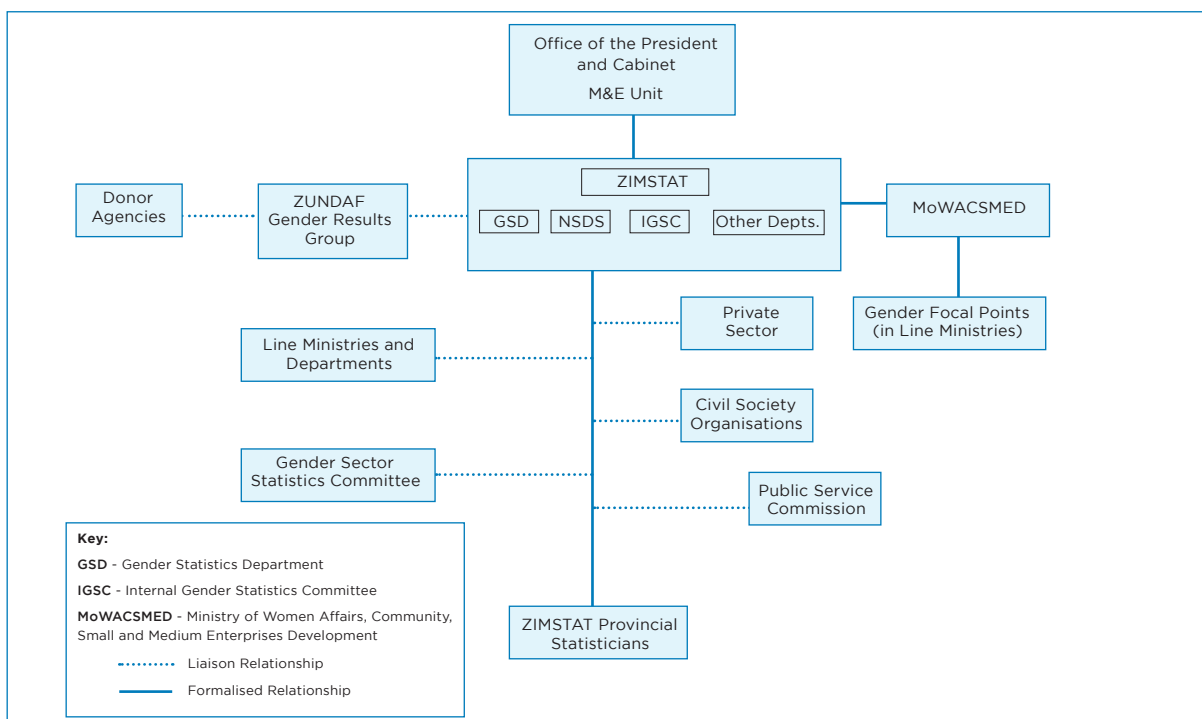
Membership of the GSSC is drawn from government ministries and departments, CSOs, NGOs, research and training institutions and development partners. However, the Committee only started meeting in August 2020 after having been non-functional since 2016. Currently, there are two officers working in the Gender and Education Statistics Department at ZIMSTAT namely a manager and a statistical officer. Figure 1.1 depicts the ZIMSTAT organizational structure. The combination of education and gender in one branch is likely to dilute the importance of gender statistics. However, under the ZIMSTAT proposed revised organogram, there are new posts for statisticians who will solely be responsible for gender statistics within the department.

Zimbabwe's strong political support to statistical developments in Zimbabwe is evidenced by the existence of a Census and Statistics Act, Chapter 10:29 of 2007 and the subsequent setting up of a new organizational structure of ZIMSTAT, which is decentralized to provincial level. According to the Census and Statistics Act, ZIMSTAT's roles are as follows to:

- Advise the Government on all matters related to statistics

- Coordinate and supervise the NSS

- Develop and promote the use of statistical standards and appropriate methodologies, among others.

However, there are no gender statistics-related provisions in the statistics law, and there is no regulation specifying collections of gender information. A SWOT analysis on ZIMSTAT in 2016 in the NSDS II, most of which applies to date, presents its strengths, weaknesses, opportunities, and threats, as presented in Table 1.1.

Table 1.1: SWOT analysis for the NSS, including ZIMSTAT

Strengths	Weaknesses
• Census and Statistics Act (10:29) 2007	• Inadequate statistical advocacy
• Recognition of ZIMSTAT as the primary source of official statistics	• Staff shortage
• Experienced, competent, and dedicated staff	• Limited skills development opportunities
• Teamwork	• Skills gaps in some stakeholders of the NSS (e.g. on IT software)
• Established statistical infrastructure	• Limited budgetary allocation for statistical activities
• Existence of the Compendium of Statistical Concepts and Definitions	• Limited skills in management of data in some parts of the NSS
• Compliance with international standards (and use of international statistical software)	• Insufficient analysis of administrative data despite high demand in some parts of the NSS
• Good relationships with users, other producers, and service providers	• Insufficient and obsolete equipment in some parts of the NSS
• Established data sources	
• Existence of Sector Statistics Committees	
• Existence of Management Information Systems (MIS) in some sectors	

Opportunities	Threats
• Zimbabwe's economic recovery and stability • Increased Government commitment to support statistical development • Increased recognition of importance of statistics and increased demand • The Statistics Law that supports better coordination and organization of the NSS • Internal Universities opportunities • Prospects of funding from Government • Existing and potential funding from development partners • NSDS process well established • Recognition of Sector Statistics as a driving force at regional and international level • Technical support from international development partners	• Competition for resources with other national priorities • Loss of confidence in independence of statistics and lack of incentive to use statistics • Failure to meet stakeholder expectations • Continued shortage of funds • Proliferation of data producers that produce parallel estimates • Use of external and unofficial statistics • Provision of statistics not given high priority by data suppliers

Source: Zimbabwe National Statistics Agency (2015), *National Strategy for the Development of Statistics II, 2016-2020,* Page 17, Harare

Over the years, ZIMSTAT has conducted gender related censuses and surveys as shown in Table 1.2.

Table 1.2: Selected national censuses and surveys producing gender statistics

Survey/Census	Interval
1. 2012 Population Census;	Every 10 years. Next one planned for 2021, which is a year earlier
2. Inter-Censal Demographic Survey, 2017	Every 5 years
3. Poverty, Income, Consumption and Expenditure Survey (PICES), 2011/2012; 2017	Every 5 Years
4. Zimbabwe Demographic and Health Surveys (ZDHS'), 2010/2011 and 2015	Every five years. However, 2020 ZDHS round was postponed to 2022 to pave way for the 2021 Population Census preparations
5. Zimbabwe Multiple Indicator Monitoring Survey (MIMS), 2009	Only done once, it was an adjusted MICS
6. Zimbabwe Multiple Indicator Cluster Survey (MICS), 2014 and 2019	Every five years.
7. Labour Force and Child Labour Survey (LFCLS), 2011, 2014 and 2019	Every 5 years

Survey/Census	Interval
8. National Baseline Survey of Life Experiences of Adolescents (NBSLEA), 2011;	Ad hoc
9. Survey on Information and Communication Technology (ICT), Access by Rural Households and Use by Individuals report, 2010 and 2014 and 2020 (Ongoing);	Every 5 Years
10. Agriculture and Livestock Surveys (ALS	Yearly
11. Survey of Services 2014/2015	
12. National Nutritional Surveys	Annual
13. 2012 National Micronutrient Survey	Ad hoc
14. 2016 National Malaria Survey; and	Ad hoc
15. Access and Use of ICTs by Households and Individuals, 2020	Every 2 years
16. Data Portal for SDG Monitoring	Continuous

In addition, ZIMSTAT publishes secondary gender-related statistics collected from administrative sources in the NSS at various intervals. Examples are presented in Table 1.3. Use of administrative data has been advocated for in recent years as it is a more cost-effective way of collecting data than surveys. However, the Statistics Act is not very explicit on the mandate of ZIMSTAT to access and use administrative data. Some of these information management systems are very well gender mainstreamed, for example, the Education Management Information System (EMIS) and the District Health Information System (DHIS).

Table 1.3: National Statistical System Administrative Records Sources and Gender Mainstreaming

Administrative Record	Responsible Institution	Gender Mainstreaming
1. Education Management Information System (EMIS)	Ministry of Primary and Secondary Education	Yes, excellent
2. Higher and Tertiary Education Statistics	Ministry Higher and Tertiary Education Science and Technology Development	Yes, good
3. District Health Information System (DHIS)	Ministry of Health and Child Care	Yes, good
4. Annual Migration and Tourist Statistics;	Ministry of Home Affairs and Cultural Heritage (Immigration Department)	Yes, good
5. Births and Deaths Records, including marriages and divorces	Ministry of Home Affairs and Cultural Heritage (Registrar General's Office)	Yes, good
6. Road Accidents	Ministry of Transport and Infrastructural Development	No

Administrative Record	Responsible Institution	Gender Mainstreaming
7. Occupational Injuries	Ministry of Public Service and Social Welfare -National Social Security Authority (NSSA)	Yes, good
8. Crime Statistics	Zimbabwe Republic Police, among others.	No
9. Prison Statistics	Zimbabwe Prison and Correctional Service (ZPCS)	No
10. Gender-Based Violence Statistics	Anti-Domestic Violence Council Musasa Project ChildLine Zimbabwe	Yes, excellent
11. Women Empowerment	Media Houses, Parliament of Zimbabwe	Yes

There is therefore a need to amend the Census and Statistics Act so that it is explicit on the mandate of ZIMSTAT to utilize administrative data, and on the obligation of public institutions to provide ZIMSTAT with administrative data for statistical purposes, including gender. At the same time, the legislation of public institutions which provides administrative data to ZIMSTAT should be reviewed to allow for a smooth flow of data to ZIMSTAT for use in its statistical processes. A Memorandum of Understanding (MOU) between ZIMSTAT and institutions which produce administrative data should be worked out to formalize the process of data collection, harmonization of concepts, data sharing methodologies, among others. However, even without these, ZIMSTAT has not experienced much difficulty with in accessing the required data from some institutions. Some of the problems experienced thus far relate with the administrative records being out of date while some are collected in a form that is not compatible with the needs of ZIMSTAT. An example is data which is provided from the police, some of which is not sex disaggregated, thereby making it impossible to perform any gender analysis.

With regards to the financial infrastructure of gender statistics, there a dedicated budget for the Gender and Education Statistics Department in the overall ZIMSTAT budget. However, funds allocated to the department are insignificant considering that most of the data used is obtained from existing surveys and administrative sources. This picture is likely to change once there is a commitment to conduct gender-specific surveys, which require a lot of funding for example, a TUS or a VAW Survey.

ZIMSTAT received technical and financial support from donors for the production of gender statistics and publications during the NSDS II era. Technical support was received from UNECA in the form of national training on gender statistics in 2018. UNICEF and UN Women supported the production of the 2016 Women and Men in Zimbabwe Report. The support received was specifically for report review and printing.

RECOMMENDATIONS

i. NSS institutions, both users and producers, should be fully involved in the NSDS process for ownership and compliance with its requirements.

ii. The Census and Statistics Act should have gender statistics-related provisions and there should be a regulation specifying collections of gender information.

iii. The Statistics Act should be revised to provide the mandate for ZIMSTAT to utilize administrative data, and an obligation for public institutions to provide ZIMSTAT with administrative data in general and gender data for statistical purposes. At the same time, the legislation of public institutions which provide administrative data to ZIMSTAT should be reviewed to allow for smooth flow of data to ZIMSTAT for use in its statistical processes.

AN ASSESSMENT OF THE GENDER STATISTICAL SYSTEM THROUGH THE ZIMBABWE NSDS (II)

2.1 EVALUATION OF NSDS II ACTIVITIES FROM A GENDER PERSPECTIVE

This section presents an assessment of NSDS II activities from a gender perspective, to see whether the planned activities have been implemented and the extent of gender mainstreaming in the statistical production process including the phases of conceptualization, data collection, analysis, dissemination, and use (Annex Table A2.1). This section also identifies gender data gaps[22] for possible consideration in the upcoming NSDS III. NSDS II activities are presented by Strategic Objective.

2.1.1: NSSD II Strategic Objective 1 - To strengthen the civil registration system, administrative records, surveys, and other sources of data

The three strategies under NSDS II Strategic Objective 1 are as follows:

- Strengthen administrative records and statistics,
- Strengthen surveys, censuses, and other sources of data, and
- Strengthen processes concerning data capture and production.

Out of the 84[23] planned activities under the three strategies, 48 percent (40 activities) require gender mainstreaming.

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[22] These include non-availability of gender-related indicators, timeliness, coherence, among others, from the desk review and key informants

[23] Note in NSDS II Annex I, Activities 70 and 71 are excluded since they are a repetition of activities 68 and 69, respectively.

Annex Table A2.1 presents the 40 activities by main responsible implementer and partner, whether the activity was implemented or not, whether there was gender mainstreaming in data collection, analysis, or use or not, and relevant comments for particular activities.

During the NSDS II era, ZIMSTAT published the status of Women and Men in Zimbabwe Report in 2019 and also a MICS Gender Fact Sheet. The Women and Men in Zimbabwe Report is the second edition in the series during the NSDS II era, the first having been published in 2016. The 2019 Women and Men in Zimbabwe Report covers: population composition; household and family, including child marriages; health status and the environment; education and training; women's access and ownership of agricultural productive resources and participation in economic activities, including time use; power and participation in decision-making; and GBV. Most of the information is up-to-date as it refers to 2019. The 2019 MICS Gender Fact Sheet presents gender statistics from the MICS survey on education, health and nutrition and protection from violence.

Agencies such as UN Women and UNFPA agree that data from ZIMSTAT has been useful in reflecting differences and inequalities in the situation of women and men in all areas of life, hence informing programming. Table 2.1 presents the 22 activities that qualify for gender mainstreaming that were implemented by year and whether gender mainstreaming was done or not. For 13 of the implemented activities the data was gender mainstreamed in one way or another.

Table 2.1: NSDS II Objective 1 Activities Implemented by Whether there is Gender Mainstreaming or not.

Strategic Objective 1: Strengthen civil registration system, administrative records, surveys and censuses and other sources of data			
Strategy	**Implemented Activities**	**Year**	**Gender Mainstreamed or not**
Strategy 1.2	**Strengthen surveys, censuses, and other sources of data**		
1	Conduct National Income Survey	2019	No.
2	Compile Gross Domestic Product Statistics	2019	No.
7	Conduct Poverty Mapping	2017	Yes
10	Conduct PICES Survey	2017	Yes, Partly
15	Conduct Rent and Domestic Workers' Survey	2020	No
32	Conduct Informal Cross Border Trade Survey	Ongoing, 2020	Yes
35	Conduct Agriculture and Livestock Survey (ALS)	2017	Yes, Partly
43	Compile Environment Statistics	2020	No
47	Compile Informal Sector Statistics	Partly, 2019	Yes
50	Conduct ICT Access by Households and Use by Individuals	2020	Yes
54	Compile Road Accident Statistics	2020	No
58	Conduct Census of Transport Services	2020	No

59	Conduct Visitor Exit Survey for Tourism	2015/16	Yes.
62	Conduct Multiple Indicator Cluster Survey	2019	Yes
63	Conduct Quarterly Employment Inquiry (QEI)	2020	Yes, partly
64	Conduct Labour Force and Child Labour Survey	2019	Yes.
65	Conduct rural WASH survey	2017	Yes.
68	Compile Women and Men Statistics	2019	Yes
69	Compile Education Statistics Report	2017	Yes
72	Produce Gender Fact Sheet MICS	2019	Yes
76	Conduct Inter-Censal Demographic Survey (ICDS)	2017	Yes
Strategy 1.3	**Strengthened Process Concerning Data Capture and Production**		
4	Coding of Civil Registration Data	Ongoing	Yes

During the NSDS II era, special modules of gender-related household surveys that have been conducted include the 2017 Poverty Income Consumption and Expenditure Survey (PICES), the 2019 Mini PICES, and the ongoing 2020 Rapid PICES to be done in nine rounds. The 2017 PICES is gender mainstreamed up to analysis at both the individual and household level. Poverty mapping shows poverty in women and men using maps. The mini 2019 Mini PICES is not readily analyzed by gender but data is available and so is the 2020 Rapid PICES. In the 2019 LFCLS, a module was appended to the survey questionnaire that collected individual level data on land ownership. The purpose for including the module was mainly to collect data required for SDG 5.a.1 which measures *the percentage of people with ownership or secure rights over agricultural land (out of total agricultural population), by sex;* and (b) *share of women among owners or rights-bearers of agricultural land, by type of tenure*. Results from the module have been included in the 2019 Women and Men Report.

In the 2017 Poverty Income Consumption and Expenditure Survey (PICES), a Smallholder Agricultural Productivity Module was administered to a sub-sample of the 2017 PICES, which collected information on agricultural land ownership only focusing on rural smallholder households engaged in agricultural activities. Urban and related Enumeration Areas (EAs) and households were thus not covered. However, analysis of data, especially on agricultural land and asset ownership, was mostly analyzed at the household level. The annual Agriculture and Livestock Survey (ALS) collects gender disaggregated data pertaining to sex of the farm/plot owner and, in the case of communal farmers, refers to the sex of the head of household. Even though the ALS collects data on ownership of agricultural land and assets, data is not collected at the individual level to allow gender analysis, which gives more insights on the ownership dynamics of assets among household members.

There have been positive responses to gender statistics with gender mainstreaming evident in 2017 PICES including some special modules such as a Smallholder Agricultural Productivity Module mentioned earlier. Additional activities, which were not in NSDS II include the 2020 Mini PICES and Poverty Mapping, which are gender mainstreamed. Data from the 2020 Rapid

PICES, covers COVID-19 effects on food security, employment and income, knowledge and behavior, among others, and can be accessed for gender mainstreaming.

The ongoing Informal Cross Border Survey and the coding of civil registration data are both gender mainstreamed, as are the following activities, censuses and surveys implemented under the NSDS II: Visitor Exit Survey for Tourism; MICS; ICT Access by Households and Use by Individuals; 2019 Labour Force and Child Labour Survey (LFCLS); Women and Men Report; Education Statistics Report; and the 2017 Inter-Censal Demographic Survey (ICDS).

The 2019 LFCLS is an example of a report for which comprehensive gender mainstreaming was undertaken. The LFCLS Report covers labor force participation, employment, youth employment, employment in secondary activities, informal economy, informal employment, unemployment and labor underutilization, migration, social security, working children, and time use, all presented by sex. Employment by occupations and industry even show the percentage of females in these categories giving a very useful gender analysis and showing the stark differences between sexes in this area. This information is also published in the 2019 Women and Men in Zimbabwe Report.

The 2019 LFCLS is very much improved when compared to the 2014 one, as it responds to user needs with respect to certain types of statistics such as time use - including unpaid care work, ownership of land and other assets, and religion as a background individual characteristic. The addition of topical issues in data collection should be continued in NSDS III. This reflects NSDS II responsiveness to user demand. A schedule on household characteristics, which provides information on quality of hous-

ing, ownership of household assets, livestock, mobile phones and mobile money accounts, for example, was also added to the 2019 LFCLS. Unfortunately, this data cannot be analyzed by sex but by sex of head of household only, which does not give a full picture of the gender dimensions. The section on "own use production of other goods", provides useful information on time use on various household chores, which is demanded by many users. However, a fully-fledged time-use survey, which collects time-use using daily record book methodology, is still required. Time use by sex is published in both the 2019 LFCLS Report and the 2019 Women and Men in Zimbabwe Report.

Incomes by sex are a very important indicator of the marginalization of women. The differences in incomes between women and men is one of the reasons why women remain poor, yet they are the ones who are more sensitive to household wellbeing than men. With regards to labor statistics from the Quarterly Employment Inquiry (QEIs), employment tables were produced from March 2016 to December 2019 with a data gap on formal sector employment figures for March 2020 to September 2020. However, data for earnings from the Quarterly Employment Inquiry (QEI) is not disaggregated by sex because of the data collection methodology used. The establishments run their pay sheets by employment category and not sex and hence are not willing to disaggregate the earnings by sex as they feel it is not useful for their purposes. There is a need to review the data collection methodology so that it collects sex disaggregated data. With regards to the Rent and Domestic Workers Survey, again the salaries can be sex disaggregated. Data on the gender pay gap in the agricultural sector is collected through the ALS and published in the 2019 Women and Men in Zimbabwe Report.

ZIMSTAT also conducts the MICS, under the Global MICS Programme, which is another rich source of gender statistics. This has been used to produce the 2019 MICS Gender Equality Snapshot. The last MICS survey was conducted in 2019 and a detailed report has been produced covering a wide range of indicators on the situation of women, men, and children in the areas of: education, living arrangements; child health, nutrition and development; Reproductive and maternal health; adult and maternal mortality; HIV and AIDS; household energy use; and early childhood development. The 2019 MICS included a Domestic Violence Module, which is in high demand by some users such as UN Women, UNFPA, and the Gender Commission. Questions on menstrual hygiene, a component of hygiene statistics, were included in the MICS. A module on victimization which collects information on SDG16: *Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels* was included in the MICS.

The 2017 Intercensal Demographic Survey (ICDS) provides good gender mainstreamed data, which is comparable with population censuses. However, gender indicators, in particular, the ones in the Maternal Mortality Ratio from Population Census data[24] are not comparable with those from the MICS and ZDHS[25] because of the differences in estimation methodologies used. It is important that the methodologies used in population censuses are comparable to those used in ZDHS and MICS so as to have timely updated ratios, rather than wait for the ten and five-year intervals of censuses and intercensal surveys, respectively. The water and sanitation concepts used in population censuses[26] and other ZIMSTAT surveys such ICDS, LFCLS, PICES are not strictly comparable with those used in the ZDHS and MICS. Again, it is important that these definitions are harmonized so that statistics from the different surveys and population censuses are comparable. For the surveys to be conducted under NSDS III, the ZDHS and MICS definitions should be adopted as they are more exhaustive and scientific and have been harmonized globally. Overall, concepts and definitions should be harmonized, following what is in the ZIMSTAT Compendium of Statistical Concepts and Definitions.

The Annual Primary and Secondary Education Statistics Reports are best practice with regards to gender mainstreaming, with almost all information presented by gender. Data published in these annual reports is disaggregated by sex down to the district level and are current. In addition to education information collected through popu-

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[24] Uses direct Estimation method

[25] Uses the Sisterhood Method

[26] Censuses and ZIMSTAT conventional surveys and population censuses. On water and sanitation, the questions are: *Main Source of water,* with the following recoded options: Piped water inside house; piped water outside house; communal tap; Well, /borehole protected; well unprotected; river/ stream/dam and other (specify). *What type of toilet facility is used most by this household?* flush; Blair; pit; communal; none.

ZHDS and MICS use the following questions for water and sanitation: *What was the main source of drinking water used by members of your household?* PIPED WATER (piped into dwelling; piped to yard/plot; piped to neighbour and public tap/standpipe); Tube Well /Borehole; DUG WEL (protected well; unprotected well); SPRING (protected spring; unprotected spring); Rainwater; Tanker -truck; Cart with a small tank; Surface water (river, dam, lake, pond, stream, canal, irrigation channel); PACKAGED WATER (bottled water, Sachet water); and Other specify. There is also another question with the same options, but a slightly different question as follows: *What was the main source of drinking water used by members of your household for other purposes such as cooking and handwashing?*

On Toilet facilities the question is: *What kind of toilet facility do members of your household usually use?* The options are as follows; FLUSH/POUR FLUSH (flush to piped sewer system; flush to septic tank; flush to pit latrine; flush to open drain; flush to do not know where); PIT LATRINE (ventilated improved pit latrine; pit latrine with slab; pit latrine without slab/open pit); Composting toilet; bucket; No facility/ bush/field; and other specify.

lation censuses and surveys, ZIMSTAT also publishes secondary data from the administrative records of the Ministry of Primary and Secondary Education (MoPSE), Ministry of Higher and Tertiary Education Science and Technology Development (MoHTESTD), the Zimbabwe School Examinations Council (ZIMSEC), Polytechnics and Universities, among others. Education statistics is generally well gender mainstreamed.

Of the 22 activities that were implemented (Table2.1), a total of six (27 percent) were not gender mainstreamed, with another three partly gender mainstreamed. The six activities which were not gender mainstreamed comprise: The National Income Survey; Compilation of Gross Domestic Product Statistics; Conduct Rent and Domestic Workers' Survey; Compile Environment Statistics; Compile Road Accident Statistics; and Conduct Census of Transport Services. This reflects a gap which should be corrected going forward.

Under Strategic Objective I, 18 activities which require gender mainstreaming were not done during NSDS II due to funding challenges (Table 2.2). The Training for Justice, Crime Social Welfare Statistics (JCSWS) whose preparations had been initiated could not be implemented because of COVID-19-related restrictions. The Zimbabwe Demographic Survey (ZDHS) 2020 was deferred to 2020 to pave the way for 2021 census preparations. Production of the Gender Fact Sheet from the 2019 Labour Force and Child Labour Survey (LFCLS) is yet to be done. Activities whose implementation COVID-19 interfered with can be resuscitated post the pandemic and the ZDHS after the population census.

The ZDHS collects data to calculate approximately 30 of the indicators supporting the SDGs. They are a rich source of detailed gender main-

streamed data which conforms to the UN Official Statistics standards and provides trends for monitoring, particularly for gender-related SDGs. Zimbabwe has conducted several ZDHSs, every five years, with the most recent one having been conducted in 2015. The disturbance in the regularity of ZHDSs in Zimbabwe is a cause for concern with the one planned for 2021 postponed to pave way for the 2021 population census.

The ZDHS should therefore be conducted at ZIMSTAT's earliest convenience during the NSDS III era. They present data on such important gender relevant topics as alcohol and tobacco; anemia; child health; education; fertility and fertility preferences; HIV; household and respondent characteristics; male circumcision; maternal health; tuberculosis and unmet need and youth.

Overall, the ZDHS and the MICS are similar with the main differences observed in the areas of child protection, reproductive health, biomarkers, education, social protection, disability, and child labor. Both ZHDS and MICS surveys measure key indicators, including a lot of gender-related ones, that allow countries to generate data for use in policies, programmes and national development plans, and to monitor progress on SDGs and other internationally agreed commitments such as the BPfA and CEDAW. (Annex Table A2.4.). In order to improve timeous availability of data, it is recommended that the two surveys be conducted no more than two and half years apart compared to the current five-year interval.

There are various examples of surveys that are potential sources of gender data that are not being collected at present. Exit cards for tourism were last provided at ports of entry and exit in 2012. Other activities not implemented for financial reasons include the: Cul-

ture Statistics Survey; Menstrual and Hygiene Survey; Urban WASH Survey; Living Standards Survey (LSS); Time Use Survey; and the Non-Communicable Disease Survey (Table 2.2).

Finscope Consumer Survey and Finscope Small Business Survey, which are rich sources of gender mainstreamed financial inclusion statistics, have also not been conducted due to financial reasons. According to the RBZ, the financial inclusion of women and girls is key for their economic empowerment and the achievement of a broad-based and inclusive economy which leaves no one behind as prioritized in the NDS 1, the National Budget, and the SDGs. In this regard, there is need for regular surveys and gender data gathering around this important issue. Financial inclusion is key to promoting inclusive growth by providing access to financial services, loans, credit, and insurance, thereby allowing women to engage in gainful economic activities. Zimbabwe has been implementing the National Financial Inclusion Strategy (NFIS, 2016-2020), through various initiatives targeting previously marginalized segments. In the NFIS, the target groups are women, youth, rural populations who are mostly women, MSME, and People Living with Disabilities (PLWDs). However, the financial inclusion gains that have been made were threatened by the outbreak of COVID-19. The multiple benefits of financial inclusion include conferring opportunities to the traditionally unbanked, thus lifting households out of abject poverty thereby promoting transformative and inclusive growth.

Under the NSD I, key programmes under financial inclusion include youth and women empowerment, financial access, and savings mobilization. Notably, savings and credit cooperatives (SACCOs) have become an avenue for mobilizing resources among the

previously under-banked. Improving financial inclusion will entail increasing the percentage of financially included persons from 77 percent to 90 percent by 2025. The RBZ generates financial inclusion data from its own systems - the banking sector, microfinance sector, mobile network operators linked to payments and other financial systems in the country, and non-banking financial institutions such as insurance companies, NGOs, etc. The information on financial inclusion from the RBZ, which is gender mainstreamed, should be disseminated in the Women and Men in Zimbabwe Report.

The RBZ reported that it is important for the entity to understand the vulnerability and exclusion dynamics in the population, for example, by gender, age, rural/urban, region, disability, among others, so that its financial inclusion efforts are properly targeted to achieve the desired socio-economic impact. Such vulnerabilities are also used for resource allocation at the national level, for example, the decision to import grains and other basic foodstuffs and basic health drugs, etc. Monetary policy direction is also guided in part by gender statistics, among other dimensions.

Gender statistics from the Finscope Consumer Survey and Small Business Surveys was used as the basis for designing the NFIS, Phase I in Zimbabwe. Implementation is coming to an end in December, 2020 and there is need for updated Finscope Surveys to help assess the impact of implementing Phase I and the emphasis for Phase II, which is starting in 2021. Unfortunately, the two Finscope Surveys have not been conducted in 2019/2020 for several reasons, including financial constraints, despite repeated appeals to ZIMSTAT. Data on women and men in MSMEs is important, given that, for example, the majority of MSMEs are owned by

women and that while they contribute more than 50 percent of GDP, they only access 4 percent of total loans in the whole country. Gender statistics is therefore necessary to properly guide policy formulation and implementation. According to RBZ, gender-blind and gender-neutral policies are sometimes a result of inadequate or even missing data.

Internationally, there has been advocacy to include unpaid care work and other domestic chores in the national accounts. Many users, for example, UN Women and University of Zimbabwe Centre for Population Studies have expressed an interest in TUS. A TUS provides insights into unpaid care and domestic work, potential human rights abuses, and very specifically the burdens that people, particularly women, face in relation to reproductive and productive work. It also includes information on concurrent activities and on the subjects' participation in leisure activities. The need to include unpaid work as part of the GDP and for SDG reporting purposes, is topical and a TUS can bring out these values. As indicated earlier, the 2019 LFCLS collected information on time use in economic activities and also in household chores. However, the methodology used is a rough estimate which differs from the internationally recommended method of daily record books. The 2019 Women and Men in Zimbabwe Report presents time use in economic activities by sex. Time use in household chores is still not analyzed.

With regards to environmental statistics, it is important to have a gender component for planning purposes as it shows how women and men interact with the environment. At the institutional level such as local authorities, it is also important to have data on the sex distribution of people who are responsible for making important environmental management decisions, such as on waste disposal.

With the rising morbidities and mortalities from non-communicable diseases such as cancer, heart disease, and obesity, the need for the Non-Communicable Disease Survey cannot be over-emphasized. These statistics should be presented by sex as they affect women and men differently.

Although the 2019 LFCLS provides information on the informal sector, there is still a need to conduct a fully-fledged Informal Sector Survey, which was not implemented under NSDS II. NSDS III should therefore replan these activities. The following censuses planned for NSDS II have not been done and it would be interesting to get the data on ownership by sex for the following surveys: Census of Communal Land Irrigation Schemes (CLIS); Census of Registered Butchers; Census of Hides and Skins Availability and Tanneries; Census of Registered Poultry Producers; and the Census of Registered Deciduous Fruit Growers (DFG). This information forms the core of much-needed statistics on women's participation in the economy.

Table 2.2: NSDS II Strategic Objective 1: Strengthen Civil Registration System, Administrative Records, Surveys and Censuses and Other Sources of Data: Gender Related Activities Not Implemented by Reason and Possible Gender Statistics that Can be Generated.

Strategy	Planned Activity	Reason	Possible Gender Statistics
Strategy 1.1 Strengthen administrative records and statistics			
1	Compile Exit Cards for Tourism	Funding	Number of emigrants leaving the country by sex, including Zimbabweans leaving outside the country for more than one year
2	Training for Justice, Crime Social Welfare Statistics (JCSWS)	COVID-19	Justice, Crime and Social Welfare Statistics pertaining to women and men, e.g., Number of convictions
Strategy 1.2 Strengthen surveys, censuses, and other sources of data			
28	Conduct Finscope Consumer Survey	Funding	Statistics on Financial Inclusion among women and men
29	Conduct Finscope Small Business Survey	Funding	Statistics on Financial Inclusion among women and men
37	Conduct Census of Communal Land Irrigation Schemes (CLIS)	Funding	Ownership of Irrigation Schemes, and persons benefitting from such schemes
38	Conduct Census of Registered Butchers	Funding	Data on women and the economy, i.e., ownership of registered butcheries
39	Conduct Census of Hides and Skins Availability and Tanneries	Funding	Data on women and the economy, i.e., ownership of registered processors of hides and skins
40	Conduct Census of Registered Poultry Producers	Funding	Data on women and the economy, i.e., ownership of registered poultry producers
41	Conduct Census of Registered Deciduous Fruit Growers (DFG)	Funding	Data on women and the economy, i.e., ownership of registered deciduous fruit growers
49	Conduct Census of Services	Funding	Data on women and the economy, specifically women in business
60	Conduct Culture Statistics Survey	Funding	Participation of women and men in cultural activities
61	Conduct Menstrual and Hygiene Survey	Funding	Access to menstrual hygiene material and exclusion of activities during menstruation

66	Conduct Urban WASH survey	Funding	Access to improved WASH facilities
67	Data Collection for Living Standards Survey (LSS)	Funding	Various gender statistics relating to living conditions of households, women, and men
73	Produce Gender Fact Sheet 2019 LCLS	-	Gender Statistics relating to labor market statistics
74	Conduct Time use Survey	Funding	Time spent in economic and non-economic activities by women and men
75	Conduct the Non-Communicable Disease (NCDs) Survey	Funding	Prevalence of NCDs among women and men
77	Conduct the Zimbabwe Demographic Health Survey	Population Census	Various demographic and health statistics on women and men

Data on GBV, although not planned as an activity in NSDS II, remains in high demand from users such as the MoWACSMED, UNFPA, and UN Women. GBV is topical during the 16 days of activism against GBV being commemorated during the time of this assessment (25 November to 10 December 2020). According to the CEDAW committee general recommendation Number 9, *"gender-based violence is a form of discrimination that seriously inhibits women's ability to enjoy rights and freedoms on a basis of equality with men"*[27]. The 2019 Women and Men in Zimbabwe Report contains a chapter on GBV that covers violence against children, domestic violence, and women's experience of physical and sexual violence. Data on violence against children and domestic violence is from the Zimbabwe Republic Police (ZRP) Police Victim Friendly Unit and is up to date. Women's experience of physical and sexual violence data is collected under the ZDHS and MICS surveys and is also up to date. However, data on violence against women collected in MICS and ZDHS does not give a complete picture of the situation in the country

since the focus is only on women in the age group 15-49 years. The 2020 Rural Livelihood Assessment included a module on GBV and the 2020 Urban Livelihood Assessment is currently underway with a GBV module included. UNFPA is implementing an initiative to coordinate and standardize GBV data through the development of a national GBV Information Management System (IMS) Framework and implementation plan including business processes. The agency has already conducted an assessment of GBV Tools and Information Management System. Going forward into NSDS III, gender-sensitive activities such as conducting a dedicated Violence against Women Survey and reviewing the household survey data collection tools with a gender perspective are priority.

According to UN Women, currently published topics/subjects that require more coverage in terms of gender statistics include GBV, gender gap in agricultural productivity, women's access and ownership in agricultural land, and women in the informal sector. Data in the area of time use has not been collected us-

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[27]   ZIMSTAT (2019), 2019 Women and Men Report in Zimbabwe

ing the internationally accepted methodology of using daily record books. The Gender Pay Gap in the Agriculture Sector published in the 2019 Women and Men Report can be extended to include other sectors such as mining. More analysis on the 2019 LFCLS data is also required for unpaid care and domestic work. National governance, peace and security data should be collected, and data on women in local government should be completed to give the full picture in this area.

RECOMMENDATIONS

i.   The addition of topical issues in data collection such as the effects of COVID-19 should be continued in NDSDS III. This practice has been done for 2017 PICES with the Smallholder Agriculture Module and the 2020 Rapid PICES Monitoring Survey, the latter which includes monitoring the effects of COVID-19.

ii. The Census and Statistics Act should be revised so that it provides for the mandate of ZIMSTAT to utilize administrative data, and an obligation on the public institutions to provide ZIMSTAT with administrative data for statistical purposes including gender. At the same time, the legislation of public institutions, which provide administrative data to ZIMSTAT, should be reviewed to allow for smooth flow of data to ZIMSTAT for use in its statistical processes. In this regard, there is need to have a person working solely on data in every ministry.

iii. Collection of data under the Quarterly Employment Inquiry (QEIs) should be updated and the data collection method for earnings from the Quarterly Employment In-

quiry (QEI) revised in collaboration with the establishments persuasively so that data collected can be disaggregated by sex.

iv. With regards to water and sanitation, all surveys to be conducted under NSDS III, the ZDHS and MICS definitions should be adopted as they are more exhaustive and scientific. Overall concepts and definitions should be harmonized, following what is in the ZIMSTAT Compendium of Statistical Concepts and Definitions.

v.   Under NSDS III, if carried over from NSDS II, Strategic I, these activities should be gender mainstreamed: National Income Survey; Compilation of Gross Domestic Product Statistics; Conduct Rent and Domestic Workers' Survey; Compile Environment Statistics; Compile Road Accident Statistics; Conduct Census of Transport Services.

vi. The following activities which failed to take place during NSDS II, mainly due to lack of resources should be prioritized in the coming NSDS III, with emphasis on gender mainstreaming: Violence against Women Survey; The ZDHS; A fully-fledged Time Use Survey; A fully-fledged Informal Sector Survey; Environmental Statistics by Sex; Exit cards for tourism; Finscope Consumer Survey; Finscope Small Business Survey; Culture Statistics Survey; Menstrual and Hygiene Survey; Urban WASH Survey; Living Standards Survey (LSS);Non-Communicable Disease Survey; 2019 LCFCS Gender Fact Sheet; Rent and Domestic Workers Survey (salaries by sex); The Training for Justice, Crime Social Welfare Statistics (JCSWS); Census of Communal Land Irrigation Schemes (CLIS); Census of Registered Butchers;

Census of Hides and Skins Availability and Tanneries; Census of Registered Poultry Producers; and the Census of Registered Deciduous Fruit Growers (DFG).

vii. ZDHS and MICS surveys need to be conducted with a every two and half years instead of the current five years, so that at each point there is up-to-date data from these similar sources.

viii. Routine surveys such as the 2024 MICS and 2024 LFCLS which are gender mainstreamed should be continued.

ix. RBZ collects primary and secondary information on financial inclusion, which is well gender mainstreamed and should be disseminated in the Women and Men in Zimbabwe Report. However, RBZ needs updated data for policy formulation and implementation from the Finscope Consumer Survey and Finscope Small Business Survey, which ZIMSTAT should conduct.

x. Other data gaps identified such as the National Governance, Peace and Security Survey and women in local government should also be prioritized in NSDS III.

xi. Financial support should be provided for the production of prison reports and training of prison officers. Production of the report has been suspended due to response issues. Prisons officers were last trained in 2006.

xii. ZIMSTAT should strengthen its collaboration with the main development partners with regards to funding of its program as well as other issues of mutual interest. A joint committee can be set up to discuss ZIMSTAT work program and entry points for the development partners.

xiii. There is need to raise awareness of gender statistics to policymakers. Important policymakers such as parliamentarians and members of the Cabinet need to be sensitized on gender statistics as it is widely believed that such office bearers are only seized with issues relating to the economy (inflation, interest rates, prices, money supply, GDP, among others) and yet ignore gender and other area social statistics, which are about people.

xiv. There is a need for continuous gender sensitization among ZIMSTAT management so that they take it upon themselves to make sure that gender is mainstreamed in data production processes in their departments and sufficient resources are allocated to these activities.

2.1.2 NSSD II Strategic Objective 2 - To improve quality, dissemination of statistics and public statistical literacy

Under the NSDS II Strategic Objective 2 the most important activity undertaken is the dissemination of data under ZIMDAT (Table 2.3 and Annex Table A2.2). However, ZIMDAT was used up to 2018 before the Agency started using Africa Information Highway. The Africa Information Highway is an online data portal where countries upload data on SDGs, Agenda 2063, and any other nationally prioritized indicators. ZIMSTAT uses the Open Data Portal as a one-stop platform where users explore all statistical data that the Agency disseminates. The website consists of fixed tables without interactive databases that would allow users to create their preferred gender-related tables. Microdata for analytical and research purposes, including on gender, is not readily available for some of the surveys conducted by the Agency. However, it is encourag-

ing to note that microdata for major surveys conducted during the NSDS II has since been released by the Agency. These include the 2015 ZDHS, 2017 PICES, 2019 MICS and 2019 LFCLS. The Tourism and Culture Statistics Report and The National Health Profile were printed during 2016-2020. The ZDHS 2015/2016, Poverty Report production and related workshops; and dissemination workshops for poverty results and poverty analysis were conducted; all these reports are sufficiently gender mainstreamed.

With regards to data literacy, knowledge sharing, and communicating gender statistics during the NSDS II era, there were no public information campaigns based on gender statistics being conducted with dissemination of gender statistics only carried out through dissemination workshops and publication of reports. Public statistics literacy still requires more effort through, for example, through training journalists on gender concepts, definitions and gender mainstreaming. Most key informants in and outside ZIMSTAT expressed lack of gender statistical literacy and need to be trained in gender concepts and definitions and gender mainstreaming. Public literacy can also be improved through campaigns such as the Annual Statistics Day, in this case the Africa Statistics Day and Trade Fairs, among others. The last Africa Statistics Day celebration was in 2013. Gender has never been the theme for any of the Africa Statistics Day Celebrations although civil registration has been. It is important to continuously have the celebrations and even have a theme on gender statistics for one of the years. Users who were consulted are advocating for more user-friendly publications which portray the situation of women and men. In-service training at ZIMSTAT should be resuscitated and used to train NSS officials in gender concepts, definitions, and gender mainstreaming.

According to ZIMSTAT there have been no initiatives to disseminate gender-related information in mass media and other means during the NSDS era.

Table 2.3: NSSD II Strategic Objective 2: To improve quality, dissemination of statistics and public statistical literacy - Activities Which Require Gender Mainstreaming which were Implemented by Year.

NSDS II Strategic Objective 2: Improve quality and dissemination of statistics and public statistical literacy			
Strategy	**Activity**	**Year**	**Whether Gender Mainstreamed or not**
Strategy 2.2 Improve the dissemination of Statistical data and basic public statistical literacy			
2	Compile National Health Profile	2020	Yes
3	Dissemination of ZIMDAT[28]	Ongoing	Yes
4	Dissemination of ZDHS 2015/2016	2016	Yes
5	Poverty Report Production and Related Workshops	2019	Yes
6	Dissemination Workshops for Poverty Results.	2020	Yes

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[28] Since 2018, the ZIMSTAT now uses the Africa Information Highway Open Data Portal

Some gender experts from Ministries and international organizations are consulted/involved in production of gender statistics to benefit from their expertise.

With regards to presentation of gender statistics, most NSS stakeholders preferred reader friendly reports and articles, with graphs and charts while some suggested the possibility of using multimedia disseminations such as videos and audios.

RECOMMENDATIONS

i.   Develop a visible gender web portal, under the current Data Portal dedicated to Gender statistics to provide easy access and to reach a large part of the users.

ii. The ZIMSTAT website should be improved to allow creation of own tables in the various areas, including those which are gender specific.

iii. Need to anonymize microdata for all datasets so that it is readily available for analytical research purposes, including gender.

iv. Conduct public statistics literacy, for example, training journalists on the gender concepts and definition and gender mainstreaming or through campaigns such Africa Statistics Day, Trade Fairs. Gender statistics to be one of the themes.

v.   Disseminate user-friendly publications which portray the situation of women and men.

vi. Resuscitate the in-service Training within ZIMSTAT to train officials in the NSS on gender concepts and definitions and gender mainstreaming.

vii. Establish an advance release calendar on gender statistics production so that users are informed at the same time as recommended by standard international practice.

viii. Conduct a quality assessment of either overall statistics or gender statistics and monitor the quality and use of gender data from administrative sources.

2.1.3 NSSD II Strategic Objective 3 - To improve statistical advocacy and integrate use of statistics in decision-making

Various sector statistical committees have been established to improve statistical advocacy and integrate the use of statistics in decision-making. These committees set statistical agendas which policy and decision-makers are supposed to meet. Another role of these committees is to facilitate and strengthen engagement between data producers and users. Given that gender cuts across all sectors, it is important that it is discussed and mainstreamed into statistical production by all the sectoral committees. The following committees have met at one point or another during the NSDS II era: the Gender Sector Statistics Committee, Environment Statistics Committee and the Labour Market Information System Committee. In addition, a User Producer Dialogue was conducted in 2020 (Table 2.4 and Annex Table A2.3). The Gender Statistics Committee was resuscitated in August 2020 after being dormant since 2016. The mandate of the Gender Statistics Committee is to spearhead the production and use of gender statistics within the NSS by placing gender in the mainstream of any statistical production and in any policy planning and decision-making process.

During the 2020 User Producer workshop held by ZIMSTAT, a separate time slot was reserved for discussing gender statistics at ZIMSTAT and in the entire NSS. In addition to the committees, a commemoration of the Africa Statistics Day was planned together with participation in the Zimbabwe International Trade Fair. However, as mentioned earlier, the most recent Africa Statistics Day celebrations were held in 2013. It is important to hold the celebrations consistently and to have gender statistics as the theme for one of the years. At the International Trade Fairs held between 2016 and 2019, ZIMSTAT showcased all its products including reports produced by the Gender Statistics Branch. The 2020 Trade Fair was not conducted due to constraints relating to the COVID-19 pandemic.

Stakeholders' interest in gender statistics is reflected in civil society campaigns and advocacy initiatives aiming at eliminating violence. Gender statistics users, such as the media, make use of gender statistics produced by ZIMSTAT. A lot of media stories have been published in which gender statistics from ZIMSTAT are widely quoted. Examples were on gender diversity in leadership[29] and on "'Foolish' women pressing for progress"[30]. The latter quotes a number of gender statistics such as the wage gap and land ownership by sex, among others.

Table 2.4: NSDS II Strategic Objective 3: Improve Statistical Advocacy and Integrate Use of Statistics in Decision-making-Activities by Whether they Were Implemented with Gender Mainstreaming.

NSDS II Strategic Objective 3: Improve statistical advocacy and integrate use of statistics in decision-making			
Strategy	**Activity**	**Whether activity was done or not**	**Whether gender was mainstreamed or not**
3.1 Setting a statistical agenda with policy and decision makers			
1	Conduct Tourism, Culture and Migration Committee meetings	No	-
2	Conduct Stakeholder Meetings for LMIS	Yes, 2018-19	Yes
3	Conduct Education Statistics Committee meetings	No	-
4	Conduct Gender Statistics committee meetings	Yes, 2020	Yes
5	Conduct Environment Statistics committee meetings	Yes	No
8	Conduct User Producer workshop	Yes, 2020	Yes
Strategy 3.2: Strengthen engagements with data users			
2	Commemoration of the Africa Statistics Day	No	-
3	Participating in the Zimbabwe International Trade Fair	Yes, 2019	-

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[29] *https://www.sundaymail.co.zw/gender-diversity-in-leadership-needed*

[30] *https://www.sundaymail.co.zw/foolish-women-pressing-for-progress*

RECOMMENDATION

i. The Gender Statistics Committee Meetings, reestablished in 2020, should be strengthened in capacity to collect, analyze and use sex disaggregated data and should meet regularly to identify gender statistical gaps and monitor and evaluate the use of gender statistics by key stakeholders.

2.1.4 NSSD II Strategic Objective 4 - To develop capacities within NSS

Objective 4 of NSDS II is on developing capacities within the NSS with emphasis on human resources development within the NSS and the effective implementation of NSDS II. The activities under human resources development in the NSS include capacity development for poverty analysis and training of NSS stakeholders (Table 2.6). In 2018, the UN Economic Commission for Africa (UNECA) offered training on gender statistics to members of the NSS in the National Training Workshop and Technical Assistance Mission on Gender Statistics. This specifically targeted producers of gender statistics in the NSS and focused mainly on strategies and techniques of communicating gender statistics. Some ZIMSTAT managers responsible for technical departments have received additional training in gender statistics and gender mainstreaming, for example, the Manager of the Judicial, Social Welfare, Living Conditions Crime Statistics and Poverty Analysis Branch received training on the compilation of a gender index at a regional workshop held in 2017 in Dakar, Senegal. The Labour Market Information Systems Manager at ZIMSTAT attended a Labour Statistics Training in 2018 at the Labour Market Academy in Turin, Italy, where integrating a gender perspective in labor statistics was ex-

tensively discussed. Some statisticians at ZIMSTAT and some NSS stakeholders have expressed the need for more trainings of this nature in the future. Given RBZ's role in coordinating the new policy thrust of the National Financial Inclusion Strategy, several RBZ officers, have been trained and continue to receive training on gender, gender statistics, and gender-responsive financial inclusion. RBZ, is one of the Gender Ambassadors under the Global Alliance for Financial Inclusion (AFI).

ZIMSTAT collaborates with some regional and international organizations, for example, the UN Statistics Division (UNSD) on methodological work concerning gender statistics production and on organizing training related to gender statistics, and with UNECA on technical assistance for gender statistics. Officials in ZIMSTAT's Gender and Education Statistics Branch have participated in various regional and international training workshops during the period 2016-2020. On the local front, development partners such as UN Women and UNFPA are working with ZIMSTAT in the area of gender statistics. For example, in August 2020, the two entities participated in a two-day GSSC training on the collection and use of gender statistics in the NSDS II. On 8 September 2020, the ECA-AfDB-UN Women partnership put together a joint gender statistics virtual training to discuss some actions that are already in place relating to gender data, the power of networking, partnership, advocacy, and raising the profile of gender data in the time of COVID-19.

In 2018, African Development Bank (AfDB), in partnership with UN Women and UNECA organized a workshop to enhance the capacity of member states in gender statistics. The global objectives of the workshop were to: demonstrate the importance of gender statistics; monitor Africa's gender equality

Table 2.5: NSDS II Strategic Objective 4: Develop Capacities Within the NSS -Activities by Whether they Were Implemented with Gender Mainstreaming.

NSDS II Strategic Objective 4: Develop Capacities Within the NSS			
Strategy	**Activity**	**Whether activity was done or not**	**Whether gender mainstreamed or not**
Strategy 4.2	**Human Resources Development within NSS**		
1	Capacity development for poverty analysis	No	
5	Training of NSS Stakeholders	Yes, Partly	Some gender concepts and gender mainstreaming training, where conducted
Strategy 4.5	**Effective Implementation of NSDS II**		
1	Conduct quarterly meetings to review the NSDS implementation	No	Can include a gender assessment
2	Gender Sector Committee meeting	Yes once	Yes
3	Conduct Mid-Term evaluation of the NSDS	No	Can include a gender assessment
4	Conduct Final Evaluation of the NSDS	No	Can include a gender assessment
5	Conduct User Satisfaction Surveys	No	Can include a gender assessment

and women's rights commitments; and discuss various ongoing initiatives that contribute to the achievement of those objectives and discuss how to improve cross-regional collaboration and coordination. ZIMSTAT and MoWACSMED officials also attended the workshop.

Most key informants from the NSS agreed that it is beneficial that their institutions attend training to enhance their understanding of the gender statistics and gender mainstreaming strategies appropriate for their respective mandates. The informants expressed an interest in learning:

- Basic concepts relating to gender statistics, statistical coordination mechanisms and tools to promote an effective and well-coordinated gender statistical system

- Collection of gender-specific information using both surveys and administrative sourcesProduction of specific gender indicators, presentation of gender information to users, and how to analyze gender statistics.

Most key informants would also be willing to attend dissemination forums on gender statistics organized by ZIMSTAT following the release of data, and to receive regular information from ZIMSTAT on new releases in gender statistics. Effective implementation of NSDS II includes conducting the final evaluation of the NSDS and conducting User Satisfaction Surveys, among others. This gender assessment is part of the NSDS II evaluation. However, it only examines the gender component. There are plans

to undertake a final evaluation of the NSDS II. The User satisfaction Surveys were not conducted due to financial challenges. However, the level of satisfaction of users of gender data has been covered under this assessment. ZIMSTAT is one of 16 National Statistical Offices (NSOs) under the African Union Commission (AUC) that expressed interest to be peer reviewed by other NSOs, which was carried out in 2019. The activity was funded by the EU through Eurostat following the Manual on Peer Reviews of National Statistical Systems in Africa[31]. The report brings out pertinent issues that need to be addressed to improve the operations of Zimbabwe's NSS.

Strategy 4.5 on effective implementation of NSDS II requires that the following activities be conducted:

- Quarterly meetings to review NSDS II implementation

- Sector committee meetings

- Mid-term evaluation

- Final evaluation

- A User Satisfaction Survey

None of these activities were conducted save for the three sector committees that met during the 2016-2020 period. These evaluations would be very useful if done using a gender lens. Under NSDS III, the recommended evaluations should be carried out timeously. ZIMSTAT has never conducted a User Satisfaction Survey that specifically enquires about gender statistics in the NSS. The 2019 AUC Peer Review recommended that this be carried out not necessarily solely for gender statistics but for the whole statistics program at ZIMSTAT.

RECOMMENDATIONS

i.   There is a need to further develop capacities within NSS through training in: basic gender concepts relating to gender statistics, statistical coordinating mechanisms, and tools to promote an effective and well-coordinated gender statistical system; collection of gender-specific information using both surveys and administrative sources; production of specific gender indicators; and presentation of gender information to users, and how to analyze gender statistics.

ii. The following activities, not conducted under NSDS II, should be conducted timeously using a gender lens for effective implementation of NSDS III from a gender perspective: quarterly meetings to review NSDS III implementation; sector committee meetings; midterm evaluation; final evaluation; and a User Satisfaction Survey from a gender perspective.

2.1.5 NSSD II Strategic Objective 5 - To consolidate coordination within NSS

Objective 5 on consolidating coordination within NSS (sub-strategy 5.1 addresses improving coordination of statistical concepts and methods) is very important for gender mainstreaming. Most of the key stakeholders expressed the need to be trained in gender concepts and definitions. It is important to note that as the coordinator of the NSS, in 2012, ZIMSTAT developed a Compendium of Statistical Concepts and Definitions and revised it during the NSDS II era in 2017 for use by all stakeholders as part of its mandated roles of coordi-

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[31]   African Union Commission (2019)

nation, supervision and harmonization of concepts and definitions in the production and dissemination of official statistics. This ensures that concepts and definitions used by the NSS have local, regional, and international comparability.

ZIMSTAT works with organizations in the NSS when they set priorities for data production, collection, analysis, and dissemination, mostly in the Gender Statistics Committee and other subject matter sectoral Committee Meetings. The GSSC brings together users and producers of gender statistics. One of its mandates is to identify key emerging issues and therefore data needs in the gender sector. An example is the 2016 Women and Men Report where the Committee agreed on the topics to be covered in the report. Before any survey is undertaken, a Technical Committee which brings together users and other concerned parties is set up. Here, different needs including gender-specific needs are highlighted. Partnerships and/or collaborations between NSS agencies and different data actors from the country's data ecosystem support the production and use of gender statistics.

Data actors are providing data to ZIMSTAT for publications so that it is designated as official statistics. These include NGOs such as Musasa Project and Childline and the Media (Zimpapers and the Zimbabwe Broadcasting Holdings, ZBH). These NGOs are members of the Gender Statistics Committee. However, ZIMSTAT reported that the private sector in the country has always been left out when gender statistics are being compiled. This may imply that statistics produced by ZIMSTAT are also not being used in the private sector. It is therefore important that the private sector organizations also be considered active participants in the NSS system in general and also with regards to gender statistics during NSDS III.

At the institutional level, there are no specific policies in place that address data sharing between ZIMSTAT and other data providers in the NSS. However, data is shared with ZIMSTAT based on the Census and Statistics Act Chapter 10:29. The Act mandates ZIMSTAT to collect data for all areas of statistics. Classifications and definitions are generally harmonized among data producers, to ensure compatibility of data, minimize inconsistency and apply a common language in defining and calculating indicators.

RECOMMENDATION

i. It is important that during NSDS III the private sector is also an active participant in the NSS system, in general, but also with regards to gender statistics.

2.1.6 NSSD II Strategic Objective 6 - To improve resources mobilization and build strategic partnerships

As discussed earlier, the projected cost of implementing NSDS II is US$ 111 million from the Zimbabwean fiscus and development partners. The implementation of NSDS II has been constrained by lack of funding for some activities, and this has affected the production of gender statistics. As pointed out earlier, the following activities, which have a bearing on gender mainstreaming and production of gender statistics, were not implemented due to financial constraints:

• Compilation of exit cards for tourism;
• Finscope Consumer Survey;
• Finscope Small Business Survey;
• Culture Statistics Survey;

- Menstrual Hygiene Survey;
- Urban WASH Survey;
- Living Standards Survey (LSS);
- Gender Fact Sheet;
- Time Use Survey;
- Non-Communicable Disease Survey;
- Census of Communal Land Irrigation Schemes (CLIS);
- Census of Registered Butchers;
- Census of Hides and Skins Availability and Tanneries;
- Census of Registered Poultry Producers; and the Census of Registered Deciduous Fruit Growers (DFG).

It is important that any activities in the strategy are funded either from the fiscus or through development partners. With regards to infrastructure, ZIMSTAT's Gender Statistics Branch reported that it has sufficient equipment (including computers, printers, and a database) to perform its tasks.

According to the NSDS II strategy document, governance arrangements included setting up the Data for Development Group - a forum for dialogue and consultation between producers and users of official statisticsp. The forum was set up under the ZUNDAF and is co-chaired by the Director General of ZIMSTAT and UNFPA. Activities of the working group include coordinating support for joint resource mobilization efforts on national data and statistics and supporting capacity strengthening of national management information systems of key line ministries. Going into the NSDS III, the coordinating role of the working group needs to be strengthened so that stakeholders are held accountable in the implementation of the strategy.

With regards to governance, as stipulated in NSDS II document, the NSDS II was implemented according of Zimbabwe's laws on statistics and the UN Principles of Official Statistics. The implementation of the strategy was integrated into national development policy processes and the context, and also considered regional and international commitments. The statistics are being used to monitor progress towards the SDGs and BPfA, among others.

For example, UN Women has provided financial and technical support in the areas of gender statistics/gender mainstreaming during the NSDS II era to the following partners:

– MoWACSMED to develop the Gender Equality and Women's Empowerment Monitoring and Evaluation Framework. The framework was developed through an extensively consultative process in which each government ministry identified key gender indicators in line with its core mandate. A total of 140 indicators were selected at various levels of outcomes and outputs to help ministries collect sex-disaggregated administrative data and strengthen the country's reporting to CEDAW, BPfA, AU Solemn Declaration on Gender, SADC Gender Protocol, and ministries' reports in tracking progress on the implementation of the national development plan (ZIMAS-SET-2013-2018). Thirteen (13) of the indicators in this framework are SDG gender-related indicators.

– The OPC to develop gender-responsive national M&E guidelines following the adoption of the country's M&E Policy in 2015. These guidelines seek to operationalize the National M&E Policy and set minimum standards for M&E within government operations, thereby providing the overarching policy implementation modalities for monitoring, tracking, and reporting on the SDGs.

- The Women's Movement through the Women's Coalition to produce the Zimbabwe SADC Gender Protocol Barometer, which tracks progress against the SADC Gender Protocol, since 2011.
- The Confederation of Zimbabwe Industries (CZI) in mainstreaming gender in sectoral surveys such as the CZI annual manufacturing survey, in 2017.
- The Food and Nutrition Council vulnerability assessments (ZIMVAC) in 2017 and 2020; this has resulted in the production of survey reports from a gender perspective.
- The GSSC meetings, in 2016-2017.
- The production of the 2016-2017 Women and Men in Zimbabwe Report.
- Resuscitation of the GSSC in 2020.

Other UN Organizations such as UNICEF, UNFPA, ILO have given financial and technical support for the MICS and LFCLS. The European Union, UK Aid and Sweden have supported the MICS. The 2015 ZDHS was funded by the Government of Zimbabwe, the United States Agency for International Development (USAID), UNFPA, the United Nations Development Programme (UNDP), the United Nations Children's Fund(UNICEF), the United Kingdom Department for International Development (DFID), the Royal Danish Embassy, the Australian Agency for International Development (AusAID), the European Union (EU), the Swedish International Development Cooperation (SIDA), and Irish Aid. ICF International provided technical assistance through the DHS Program, a USAID-funded project providing support and technical assistance in the implementation of population and health surveys in countries worldwide.

RECOMMENDATION

i.   The mandate of Data for Development Group should be strengthened in the next NSDS with a view to holding institutions accountable for the implementation of the strategy

2.1.7 Monitoring and Evaluation

The environment of gender statistics production at the national level has changed in recent years, with most statistical reports being gender mainstreamed and national policies such as ZIMASSET, TSP and the recently-launched NSD I explicitly prioritizing gender mainstreaming. The response plan to GBV by government, for example, was informed by the results of the 2015 ZDHS and National Baseline Survey on Life Experiences of Adolescents of 2011. Although there is no strategic plan in the ZIMSTAT directed at all sectors to integrate a gender perspective in all statistical processes, departments are encouraged to ensure that when producing statistics relating to people, data should always be disaggregated by sex as this is the entry point of any gender analysis.

For effective monitoring and evaluation of NSDS II, ZIMSTAT as the coordinating institution within NSS, was supposed to build up an M&E System to follow the progress of implementing NSDS II. As mentioned earlier, planned annual, midterm and final reviews of the NSDS II were not carried out. However, this review on the assessment of gender mainstreaming is one such review among others which were supposed to have been carried out.

RECOMMENDATION

i. As the coordinating institution within NSS, ZIMSTAT should build up effective M&E of NSDS III to follow implementation progress in a gender-sensitive manner.

ASSESSMENT OF 54 GENDER-SPECIFIC SDG INDICATORS AND OF CEDAW GENDER DATA PROVISION

This section assesses the progress of Zimbabwe's NSS progress in providing the gender indicators for monitoring SDGs. Zimbabwe continues to prioritize gender equality and the empowerment of women. SDG 5: *Achieve gender equality and empower all women and girls,* is among 10 priority SDGs out of 17 in the framework of the Zimbabwe Agenda for Sustainable Socio-Economic Transformation. MDG3: *Promote Gender Equality and Empower Women* under the 2000 Millennium Declaration was

also one of the three priority indicators in the Zimbabwe Agenda. The principles of equality and non-discrimination are to be mainstreamed throughout all 17 SDGs. Annex Table A3.1 presents the 54 gender-specific SDGs indicators selected by UN Women[32]. These include all indicators in SDG5 and indicators in 10 other SDGs, namely SDG1, SDG2, SDG3, SDG4, SDG8, SDG10, SDG 11, SDG 13; SDG16 and SDG17[33], as presented in Annex Table 3.1 and Table 3.1

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[32] PARIS21 and UN Women (2020)

[33] SDG1:End poverty in all its forms everywhere; SDG2:End hunger, achieve food security and improved nutrition and promote sustainable agriculture; SDG3:Ensure healthy lives and promote well-being for all at all ages: SDG4: Ensure inclusive and equitable education and promote lifelong learning opportunities for all; SDG8:Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; SDG10:Reduce inequality within and among countries; SDG11:Make cities and human settlements inclusive, safe , resilient and sustainable; SDG13: Take urgent action to combat climate change and its impacts; SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels; and SDG17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Table 3.1: An Assessment of the Availability of the 54 Gender-Specific SDGs: Zimbabwe 2019

SDG	Available Indicators, No.	Partly Available / Not Readily Available, No.	Not Available /Not Applicable, No.	Total, No.	% Available	% Partly available	% Available Partly Available
SDG1	2	4	0	6	33	67	100
SDG2	0	1	0	1	0	100	100
SDG3	6	0	0	6	100	0	100
SDG4	6	2	0	8	75	25	100
SDG5	12	0	2	14	86	0	86
SDG8	5	1	1	7	71	14	86
SDG10	0	1	0	1	0	100	100
SDG11	0	2	1	3	0	67	67
SDG13	0	0	1	1	0	0	0
SDG16	4	1	1	6	67	17	83
SDG17	1	0	0	1	100	0	100
Total	**36**	**12**	**5**	**54**	**67**	**22**	**89**

Source: From this Assessment by Author

There has been tremendous improvement in the availability of statistical data from the NSS in recent years in terms of timeliness, coverage, adequacy, relevance, and data disaggregation with regards to sex, urban and rural divide, disability status and other demographic characteristics. This can be partly attributed to the requirements of the SDG M&E process. ZIMSTAT's Data Portal, successor to the Zimbabwe Statistics Database (ZIMDAT), houses all the available SDG indicators and offers different methods of visualizing data.

3.1 SDG INDICATORS DATA GAPS

Resource constraints resulted in some of the routine surveys being deferred or not conducted at all, for example, the planned 2020 ZDHS, which was deferred to 2022 to give way for the 2021 Population Census. Some data gaps are realized, for example, when data is collected but not analyzed or published. Some data issues have to do with different methodologies used in different series, for example, the Maternal Mortality Ratios from Population Censuses and the ICDS versus ZDHSs and MICS. This results in non-comparable maternal mortality (MMR) levels, from different sources measured at different time periods in the same NSS. These cannot be compared over time. All these present comparability problems for time series analysis in monitoring the SDGs.

Out of the 54 gender-related indicators, 36 (67 percent) are available, 12 (22 percent) are partly available or not readily available, and 6 (9 percent) are not available with one on female genital mutilation not applicable to the country. Partly available or not readily available indicators include those which are available but not in the exact indicator definition format, lack the detailed disaggregation, or have been collected but not processed to the required format. An example is 1.3.1 on *"Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable"* where the required disaggregation such as by PWDs, pregnant women, newborns, work-injury victims, and the poor and the vulnerable are not available. In total, 89 percent of the SDG gender specific indicators are available. Therefore, what is required is for any analysis

during the upcoming NSDS III to ensure that these disaggregations are satisfied. Nearly all the 12 indicators for monitoring SDG5 are available, except indicator *5.4.1: proportion of time spent on unpaid domestic and care work, by sex, age, and location*.

Various stakeholders consulted have highlighted the need for conducting a TUS; this should be prioritized in NSDS III. NSDS III should also improve on the five indicators that are partly available and devise ways to fill in the gaps with regards to indicators that are not available. There is need to make sure that gender-related data for monitoring of SDGs is up to date for it to be useful. Table 3.2 summarizes the gender-related data gaps for SDG monitoring, which the NSS should prioritize. Data for monitoring the SDGs, including gender-related data, remains very coherent. This is more so for data which is collected under the international MICS

Table 3.2: Summary of SDG DATA GAPS: Zimbabwe National Statistical System

Goals/Indicators	Year	Source	Comments
SDG 1: End poverty in all its forms everywhere			
1.2.2 Proportion of men, women, and children of all ages living in poverty in all its dimensions according to national definitions	2014	MICS	Partly available for Children 0-17 Years
1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	2019	MICS	Partly available. Only available at national level with all other disaggregations missing
1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure	-	-	Not yet analyzed. Data was collected in the Land Ownership Module (2019 LFCLS)

Goals/Indicators	Year	Source	Comments
1.b.1 Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups	-	-	Not available
SDG2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture			
2.3.2 Average income of small-scale food producers, by sex and indigenous status	-	-	Not available. Can be collected in LFCLS or ALS
SDG4: Ensure inclusive and equitable education and promote lifelong learning opportunities for all			
4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment	-	-	Not available
SDG5: Achieve gender equality and empower all women and girls			
5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	-	-	Not applicable
5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age, and location	-	-	Not available. Needs a Time Use Survey
SDG8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all			
8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	2014	NSSA	Partly available
8.8.2 Increase in national compliance of labor rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status		Ministry of Public Service, Labour	Not available
SDG10: Reduce inequality within and among countries			
10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities race, ethnicity, origin, religion or economic or other status	-	PICES	Partly available
SDG11: Make cities and human settlements inclusive, safe, resilient and sustainable			
11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities	-	PICES	Not available. Can be collected in PICES

Goals/Indicators	Year	Source	Comments
11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age, and persons with disabilities	-	-	Not available
11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months	-	-	Not available. Can be collected in MICS, but requires a Victimization Survey
SDG13: Take urgent action to combat climate change and its impacts			
13.b.1 Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology, and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth, and local and marginalized communities	-	-	Global Indicator
SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels			
16.1.2 Conflict-related deaths per 100,000 population, by sex, age, and cause	-	-	Not available
16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability, and population group	-	-	Not available. Can be collected in MICS

and ZDHS where comparable methodologies are used. As elaborated earlier, MICS and ZDHS are rich sources of data for SDG monitoring and if alternated every two years would provide most of the indicators to monitor the SDGs. These could also include modules such as disability, labor force, and poverty to have current gender-mainstreamed data in these areas as well.

RECOMMENDATIONS

i.   NSDS III should improve on the 5 indicators that are partly available and also devise ways to fill the gaps with regards to indicators that are not available. There is need to ensure that gender-related data for monitoring of SDGs is up to date for it to be useful.

ii. The data gaps with regards to GBV, especially GBV perpetrated against women, require that data be disaggregated by age, type of violence and relationship between

the victim and the perpetrator. In addition, data on the number of complaints, investigations, prosecutions, convictions, and sentences imposed on perpetrators should be provided to guide policymaking in this area of women's rights (Justice Delivery System Statistics). Data on the redress provided to victims, including financial compensation, should also be provided for the same purpose. As far as possible, these gender data requirements should be incorporated into the NSDS III data collection and analysis priorities.

3.2 ASSESSMENT OF CEDAW GENDER DATA PROVISION

The 2019 State Party Report to the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) Committee reports that Zimbabwe remains committed to implementing provisions of the CEDAW, that it prioritizes matters concerning women's rights and gender equality, and that it will continue to engage the international community and development partners[34].

CEDAW reporting, done every four years, requires statistics in various sectors with regards to all spheres of women's rights and gender equality. The Sixth State Party Periodic Report to the CEDAW Committee due in 2016 and received by the Committee in 2018 contained outdated data. As illustrated in Annex Table A3.2, gender statistics pre-

sented as evidence in the majority of areas are outdated, and mostly relate to the period before NSDS II of 2014, (UN CEDAW, 2019). However, most of these indicators were updated in the NSDS II era, for example, the 2019 Labour and Child Labour Survey 2019, MICS 2019, and the 2017 PICES. The Government of Zimbabwe's way forward[35] requires that the NSS produces gender-disaggregated data.

The concluding observations of the CEDAW Committee on the Sixth Periodic Report of Zimbabwe of 10 March 2020 points out the need to enhance the collection, analysis, and dissemination of comprehensive data, disaggregated by sex, age, disability, ethnicity, location, and socioeconomic status[36]. The data gaps with regards to GBV against women require that data be disaggregated by age, type of violence, and relationship between the victim and the perpetrator. In addition, data on the number of complaints, investigations, prosecutions, convictions, sentences imposed on perpetrators, and redress provided to victims, including financial compensation, should be provided to guide policymaking in this area of women's rights. The report highlights the need to assess trends in the situation of women and also progress towards the realization of substantive equality between women and men in all areas covered by the CEDAW. It also emphasizes the need to monitor, through measurable indicators, the impact of laws, policies, and action plans. As far as possible, these gender data requirements should be incorporated into the NSDS III data collection and analysis priorities.

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[34] United Nations, CEDAW (2019), Committee on the Elimination of Discrimination against Women, CEDAW/C/ZWE/6, *Sixth periodic report submitted by Zimbabwe under article 18 of the Convention,* due in 2016*, Date received: 6 December 2018.

[35] This includes economically empowering its people, including women, reducing poverty and adopting temporary special measures in areas where there are inequalities between men and women, particularly in the areas of participation in politics, decision-making and in key economic sectors.

[36] United Nations (2020), Committee on the Elimination of Discrimination against Women, CEDAW/C/ZWE/CO/6, *Concluding observations on the sixth periodic report of Zimbabwe,* 10 March 2020

CONCLUSIONS AND UN WOMEN ENTRY POINTS

4.1 CONCLUSIONS

The environment of gender statistics production at the national level has changed in recent years with most statistical reports being gender mainstreamed and national policies such as ZIMASSET, TSP and the upcoming NSD I explicitly prioritizing gender mainstreaming. This NSDS II assessment has shown that considerable progress has been achieved with regards to gender mainstreaming and production of gender statistics. However, work is still needed in a number of areas to try to improve the situation as much as possible in the planned NSDS III strategy. This assessment of NSDS II from a gender assessment is well timed as it was done during the time of launching NDS I, thus making it possible to consider any recommendations in NSDS III and at the same time ensuring that the gender indicators required for monitoring NSD I are included. NSDS II was implemented in an environment of tight fiscal space, resulting in many activities not being done. This is despite the considerable support received from development partners.

4.2 NSDS ACTIVITIES

In evaluating the planned NSDS II activities from a gender perspective, to establish the progress of implementation and level of gender mainstreaming in the statistical production process, the evaluation concludes the following:

NSSD II Strategic Objective 1 - To strengthen the civil registration system, administrative records, surveys, and other sources of data

During the NSDS II era, ZIMSTAT published a Women and Men in Zimbabwe Report in 2016 and in 2019 and a MICS Gender Fact Sheet, which are purely gender reports covering, among other

topics, participation in economic activities including time use, power and participation in decision-making, and GBV. For 13 of the activities implemented, gender was mainstreamed in one way or another, such as in the PICES, LFCLS, and some special modules such as the Smallholder Agricultural Productivity Module. The 2019 LFCLS and 2019 MICS surveys are rich and highly gender-mainstreamed sources of gender statistics. Data from administrative records is a major source of gender statistics in the NSS, with data from EMIS and DHIS being well gender mainstreamed. However, the Statistics Act does not clearly provide for the mandate of ZIMSTAT to utilize administrative data, or obligate public institutions to provide ZIMSTAT with administrative data for statistical purposes including gender. Out of the 84[37] planned activities under the three sub-strategies in Objective 1, 48 percent (40) of them require gender mainstreaming. Of the 22 activities implemented, six (27 percent) were not gender mainstreamed, whie three were partly gender mainstreamed. At least 21 activities including the ZHDS, TUS and Violence against Women, were not done during NSDS I due to lack of funding.

NSSD II Strategic Objective 2 on improving quality, dissemination of statistics and public statistical literacy

ZIMSTAT uses the Open Data Portal as a one-stop platform for users to explore all statistical data that the Agency disseminates. Gender statistics are cross-cutting and are therefore provided under other areas of statistics where they are not visible enough on the portal. The ZIMSTAT website consists of fixed tables without interactive data-

bases th could allow users to create their preferred gender-related tables. Microdata for analytical and research purposes, including on gender, is readily available for very few datasets. These include the MICS and PICES datasets. During the NSDS era, no public information campaigns based on gender statistics were conducted. Dissemination of gender statistics was only done through dissemination workshops, publication of reports, and on the data portal.

NSSD II Strategic Objective 3 - To improve statistical advocacy and integrate use of statistics in decision-making

While there have been minimal statistical advocacy activities, these are necessary to increase the use of data and statistics for decision-making. Most planned committee meetings were not held during the NSDS II era except the one on the GSSC, which was resuscitated in August 2020, and the User Producer Workshop, which had a gender statistics session.

NSSD II Strategic Objective 4 - To develop capacities within NSS

Generally, key informants from the NSS system expressed an interest in receiving training in gender concepts and definitions, gender indicators, and gender mainstreaming to enhance their understanding of gender statistics and gender mainstreaming appropriate for their respective mandates. In 2018, UNECA offered training on gender statistics to members of the NSS in the 'National Training Workshop and Technical Assistance Mission on Gender Statistics'. Some ZIMSTAT statisticians

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[37] Note in NSDS II Annex I, Activities 70 and 71 are excluded since they are a repetition of activities 68 and 69, respectively

and managers have received additional training in gender statistics and gender mainstreaming locally and regionally. UN Women officials have attended several local and regional gender statistics workshops organized by UNSD, UNECA and AfDB, among others.

NSSD II Strategic Objective 5 - To consolidate coordination within NSS

Consolidating coordination within the NSS, which includes improving coordination of statistical concepts and methods, is important for gender mainstreaming of gender statistics and was requested by most of the key informants. Most of the key stakeholders also expressed an interest in receiving training in gender concepts and definitions, including gender indicators under various user and producer mandates. The ZIMSTAT Compendium of Statistical Concepts and Definitions ensures that concepts and definitions used by the NSS have local, regional, and international comparability. In addition to having a Gender Sector Statistics Committee, ZIMSTAT sets up a Technical Committee before undertaking each census or survey in which different needs, including gender-specific needs, are highlighted. Various partnerships and/or collaborations between NSS agencies and different data actors from the country's data ecosystem support the production and use of gender statistics. However, private sector participation in the NSS is minimal.

NSSD II Strategic Objective 6 - To improve resources mobilization and build strategic partnerships

As presented earlier, quite a number of activities in NSDS II were not implemented due to lack of funding, despite financial and technical support from development partners, mainly under The Data for Development Group. Support for gender statistics from development partners included support for MICS; ZDHS; monitoring of SDGs indicators and developing gender-related frameworks such as the GEWE M&E Framework; and the gender-responsive National M&E Guidelines for OPC. Gender-disaggregated data requirements for international conventions and programmes such as CEDAW, BPfA, AU Solemn Declaration on Gender, and the Zimbabwe SADC Gender Protocol Barometer reporting, development partner support, including from UN Women, has been availed.

4.3 ASSESSMENT OF SDG GENDER-SPECIFIC INDICATORS AND UN 54 MINIMUM SET OF GENDER INDICATORS

There has been tremendous improvement in the availability of statistical data from the NSS in recent years in terms of timeliness, coverage, adequacy, relevance and disaggregation by sex, urban and rural divide and other demographic characteristics. This can be partly attributed to the requirements of the SDG monitoring and evaluation process. Out of the 54 indicators 36 (67 percent) are available, 12 (22 percent) are partly available or not readily available, and 6 (9 percent) are not available, with one on genital mutilation not applicable for the country. Any analysis during the upcoming NSDS III should make sure these disaggregations are satisfied. Most of the 12 indicators for monitoring SDG5 are available. The ZIMSTAT's Data Portal houses all the available SDG indicators. However, the Data Portal contains gaps for some SDG indicators.

4.4 ASSESSMENT OF CEDAW GENDER DATA PROVISION

The CEDAW report on concluding observations on the Sixth Periodic Report of Zimbabwe of 10 March 2020 points out the need to enhance the collection, analysis, and dissemination of comprehensive data, disaggregated by sex, age, disability, ethnicity, location, and socioeconomic status. Most of the gender statistics presented in the Periodic Report as evidence, are outdated in the majority of the areas, mostly relating to the period before NSDS II of 2014. However, most of these indicators were updated in the NSDS II era, for example, the 2019 Labour and Child Labour Survey, 2019 MICS, and the 2017 PICES and are now available. Most administrative gender statistics used in CEDAW reporting remain outdated as well.

4.5 CHALLENGES AND CONSTRAINTS

Some of the challenges faced in mainstreaming gender in the statistics systems stem from legislative weaknesses of the Census and Statistics Act itself. For example, the Census and Statistics Act does not have gender statistics-related provisions. As such, there should be a regulation or clause in the current Act that specifies collection of gender information. The Act further does not provide the mandate for ZIMSTAT to utilize administrative data, or oblige public institutions to provide ZIMSTAT with administrative data, including on gender, for statistical purposes. At the same time, legislation governing public institutions that provide administrative data to ZIMSTAT should be reviewed to allow for smooth flow of data to ZIMSTAT for use in its statistical processes. In this regard, there is need to have a person working solely on data in every ministry.

The NSDS is not adequately resourced and relying on development partner support may not be sustainable. This is why some planned activities were not implemented with most of the challenges experienced related to funding. Institutional capacity challenges include ZIMSTAT's reliance on gender focal points to collect gender statistics across ministries. Unfortunately, the gender focal points, are often from human resources, finance and administration sections and not technical specialists and statisticians for the respective ministries. However, the situation has changed as some ministries now have M&E officials as membrs of the GSSC. This may improve the availability of data from these ministries. Respondents cited the low participation of women in issues related to economic policy analysis and advocacy among current challenges in mainstreaming gender in planning, programming, policy formulation and monitoring and evaluation.

Some ministries do not have M&E units to support the production of gender statistics. Consequently, although ZIMSTAT established the GSSC to identify gender statistical gaps and monitor and evaluate the use of gender statistics by key stakeholders, the Committee has not been functional in the past two (2) years and was only re-establishment in 2020. Where there is capacity for administrative data, the systems are not well coordinated. For example, many institutions (private and public) are working in in the area of GBV statistics but the challenge is in having a harmonized system where statistics on GBV can be reported while avoiding double counting of incidents.

Most key informants indicated that technical capacity is limited on gender mainstreaming, gender concepts, definitions, and knowledge of gender indicators appropriate for their respective mandates. Statistical literacy is low among users

coupled with the fact that the presentation of gender statistics is not friendly to some users. There is also lack of awareness about gender mainstreaming and gender indicators appropriate for specific mandates. This can be remedied through a continuous approach of training staff and all key personnel in the entire chain on these issues.

Coordination with public institutions which supply data from their administrative records is sometimes problematic as available tools do now allow for the collection of data in the appropriate gender-mainstreamed form. A case in point is that some data on criminal cases submitted to ZIMSTAT by the ZRP is not disaggregated by sex.

According to the OECD DAC Evaluation of the NSDS II from a gender perspective, the NSDS II remains very relevant as it covers a wide spectrum of censuses, surveys and administrative records, which provide gender statistics. The NSDS II is effective from a gender perspective as witnessed by the wide usage of gender-disaggregated data in planning, policy formulation, programming, and M&E. Lack of sufficient modernization in data collection and analysis methods compromises the efficiency of the NSDS II in providing gender-disaggregated data. Further modernization would hasten the process and reduce the time lag between data collection and dissemination of results. The NSDS II is also not adequately resourced financially, which has led to a number of activities not being implemented. Technical capacity for gender mainstreaming is also inadequate.

The funding challenges experienced make the implementation of the NSDS II unsustainable as demonstrated in the non-implementation of a number of activities. The country relies more on censuses and surveys whose budgets are always supplemented by development partners to enable collection of a comprehensive data set. This results in unavailability of up-to-date data on most of the SDG indicators. Gender data is generally coherent and mainly uses international concepts and definitions which are comparable. The impact of the NSDS II from a gender perspective remains subdued and can be improved by increased literacy in: the production of gender statistics, gender concepts and definitions; and gender mainstreaming and use of gender indicators in planning, programming, and M&E. Advocacy on gender mainstreaming is also important.

With regards to accuracy, to a great extent, the available gender statistics reflect the true situation of women and men in the country. The existence of the Compendium of Statistical Concepts and Definitions is evidence of good quality data, although the quality can be improved. Timeliness of data has generally improved with up-to-date gender information from the MICS and LFCLS, for example. Despite the fact that data in the Zimbabwe Data Portal is accessible, the data is presented in fixed tables, with no interactive databases to enable flexible compilation of gender-sensitive data. In terms of user-friendliness, the available reports or press releases on gender statistics are understandable. To note is that there was no quality assessment of either overall statistics or gender statistics conducted in the NSDS II era as it was not planned. The ZIMSTAT Gender Statistics Unit does not monitor the quality and use of gender data from administrative sources.

4.6 RECOMMENDATIONS

The 33 recommendations are covered in detail under each section from Chapter 1 to Chapter 3. The need for the NSS institutions to be fully involved in the NSDS process for ownership and compliance with its requirements, including the need to mainstream gender in statistics cannot be overemphasized. A review of the legislative framework is required to include gender statistics-related provisions including making it obligatory for the NSS institutions to prioritize gender mainstreaming in statistics. Adding topical issues, with maximum gender mainstreaming in data collection such as the effects of COVID-19 and is highly recommended for NSDS III, as has been done in the latest PICES Monitoring Surveys of 2019 and 2020.

The coordination of the flow of administrative data needs to be backed by a review of the Census and Statistics Act so that ZIMSTAT is provided with the explicit mandate to utilize administrative data. It is also necessary to make it obligatory for public institutions, to provide ZIMSTAT with administrative data for statistical purposes, including data on gender. There is need for continuous gender sensitization among ZIMSTAT management so that these officials can take it upon themselves to ensure that gender is mainstreamed in data production process in their respective departments and to advocate for adequate budget allocations from the national coffers to sustain the production of gender statistics.

Collaboration between ZIMSTAT and main development partners should be strengthened through the Data Development Group, for example, for effective mobilization of funding for gender-related and other issues of mutual interest. Important policymakers such as parliamentarians and members of the Cabinet need to be sensitized on the importance of people-centered statistics such as those on gender. Standardization of gender-related concepts and definitions across the NSS is important and should be prioritized under NSDS III based on ZIMSTAT's Compendium of Statistical Concepts and Definitions.

The activities which did not take place during NSDS II, mainly because of a lack of financial resources, should be prioritized in the coming NSDS III with emphasis on gender mainstreaming. This should include gender-specific surveys such as standalone Violence against Women Prevalence Survey and Informal Sector Survey and a fully-fledged TUS with special reference to women, and including the various censuses which would provide key information on the economic activities of women. Other data gaps identified such as national governance, peace and security data and women in local government data should also be prioritized in NSDS III.

Dissemination of gender statistics, in particular through the ZIMSTAT Data Portal, needs to be improved, with gender statistics being more visible than they are currently. The improvement should see users being allowed to create their own gender-specific tables. Researchers, among other users, have expressed interest in having anonymized microdata, including on gender, readily available for analytical research purposes. It is recommended that NSDS III includes strategies which improve literacy on public statistics. This should include training of NSS stakeholders, including journalists, in gender concepts, definitions, and gender mainstreaming. Gender statistics literacy campaigns can be implemented as a theme during the Africa Statistics Day. ZIMSTAT in-service should be resuscitated and should train officials

in the NSS on gender concepts, definitions, and gender mainstreaming. An advance release calendar on gender statistics production is recommended to ensure that users are informed at the same time as recommend by standard international practice.

M&E activities not conducted under NSDS II such as: quarterly meetings to review NSDS II implementation; sector committee meetings; mid-term evaluations; final evaluations; and a User Satisfaction Survey, all from a gender perspective, should be conducted timeously using a gender lens for effective implementation of NSDS III. An effective Gender Statistics Committee should be set up with appropriate representatives from the NSS. The NSDS III should improve on the five SDG gender-related indicators that are partly available and also devise ways to fill the gaps with regards to indicators that are not available. There is need to ensure that gender-related data for monitoring of SDGs is up to date for it to be useful. NSDS III data collection and analysis priorities should address the data gaps with regards to GBV against women, which requires that data be disaggregated by age, type of violence, and relationship between the victim and the perpetrator, among other attributes.

4.7 UN WOMEN ENTRY POINTS

The following are possible UN Women entry points in the upcoming NSDS III:

- *Technical support in gender mainstreaming NSDS III, with a gender mainstreaming and gender statistics consultant seconded to ZIMSTAT to support the compilation of NSDS III using a gender lens and assist in coordinating gender-statistics related activities in the NSDS. The gender mainstreaming and gender statistics consultant will work closely with MoFED and MoWACSMED in gender mainstreaming, including for the budget.*

- *Assist in the preparation of project proposals to mobilize resources for gender mainstreaming and the development/improvement of gender statistics from the local and international community.*

- *Support the production of a Guideline on Mainstreaming Gender in Statistical Production.*

- *Develop a specific Strategy for the Development of Gender Statistics, concurrent with NSDS III so as to remain focused on gender.*

- *Support the building of a supportive policy and institutional environment to improve monitoring of national and international commitments on the SDGs, in particular 11 the gender-related SDGs.*

- *Support the operationalization of the GEWE Strategy which was published in 2017 under NSDS III. ZIMSTAT has a role to play in improved data collection, analysis, and dissemination of gender statistics among relevant line ministries, government departments, and CSOs and in the development of tools and systems for collection, analysis, and dissemination of gender statistics.*

- *Support awareness advocacy on gender mainstreaming and gender statistics through, for example, workshops, media, and Africa Statistics Day commemorations.*

- *Capacity-building on the collection, analysis, and use of gender statistics and gender mainstreaming, through continuous training of the whole NSS and reviving in-service training at ZIMSTAT, which will also focus on these issues.*

- *Support training on the collection, analysis, and utilization of gender administrative data and improve collaboration between ZIMSTAT and public institutions that provide administrative data.*

- *Support the modernization of data collection, processing, and dissemination so that gender statistics are availed timeously and are widely accessible and used to inform policy-making and advocacy.*

- *Support the monitoring of NSDS III Annual Action Plans from a gender perspective.*

- *Support the annual, mid-term and final NSSD III evaluation from a gender perspective, such as the current one.*

- *Technical and financial support for filling gender data gaps identified in this assessment by ensuring that quality and comparable gender statistics are produced regularly.*

- *Support with materials and equipment such as desktop computers, laptops, printers, overhead projectors, photocopiers, a camera, and a scanner for the restructured Gender Statistics Unit.*

- *Support exchange visits and sharing of experiences with other countries that are more advanced in the collection, analysis and use of gender statistics.*

- *Assist in mobilizing resources for financial and technical support to create a Criminal Justice Statistics System covering the police, prisons, prosecution, and the courts under the JSWLCPA department in ZIMSTAT.*

- *Financial and technical support for administrative data collection initiatives for governance, peace and security for SDG 16.*

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Annex A1.1 List of Key Informants: Zimbabwe NSDS Assessment from a Gender Perspective, November -December 2020

INSTITUTION	INTERVIEWEE	Designation	Sex	Contact /Comments
INSTRUMENT 1				
1. ZIMSTAT	T. Mwadiwa	Gender and Education Statistics Manager	M	tmwadiwa@gmail.com
INSTRUMENT 2				
SOCIAL STATISTICS DIVISION				
2. Education & Gender Statistics	T. Mwadiwa	Gender and Education Statistics Manager	M	tmwadiwa@gmail.com
3. Judicial & Social Welfare, Living Conditions and Poverty Analysis Statistics	L Ziswa	Judicial & Social Welfare, Living Conditions and Poverty Analysis Manager	M	Lziswa@zimstat.co.zw
4. Labour, Market Information Statistics	T. Matangira	Manager	M	tmatangira@zimstat.co.zw,
5. Tourism and Cultural Statistics	A. Tsenesa	Statistician	M	atsenesa@zimstat.co.zw, not
6. Health Statistics	A. Mumera	Statistician	M	amumera@zimstat.co.zw, not
PRODUCTION STATISTICS DIVISION				
7. Agriculture, Environment & National Early Warning Statistics	B. Kaseke	Manager	M	bkaseke@zimstat.co.zw, not
8. Transport, Communication, Infrastructure & ICT Statistics	N. Mupfugami	Manager	M	nmupfugami@zimstat.co.zw, not
9. Industrial, Mining & Energy Statistics	B. Kumalo	Statistician	F	ckumalo@zimstat.co.zw
INCOME ANALYSIS STATISTICS DIVISION				
10. National Accounts	G. Chirongwe	Manager	M	gchirongwe@zimstat.co.zw,
11. Trade Statistics	S. Nyamakwenje	Statistician	F	snyamakwenje@zimstat.co.zw, Not
POPULATION CENSUS DIVISION				
12. Population Census	P. Makumbe	Manager	M	pmakumbe@zimstat.co.zw, not
13. Vital Statistics	R. Sango	Manager	M	rsango@zimstat.co.zw
INSTRUMENT 3				
GOVERNMENT: (Including Gender Focal Points)				
14. Office of the President and Cabinet: Monitoring and Evaluation Unit	L. Musarurwa	Deputy Director	M	musalazarus@gmail.com,

INSTITUTION	INTERVIEWEE	Designation	Sex	Contact /Comments
15. Ministry of Public Service Labour and Social Welfare (MoPSLSW) - Disability Division	R. Chikamba	Acting Deputy Director	F	rchikaamba@gmail.com
16. The Reserve Bank of Zimbabwe (RBZ)	J. Chipika	Deputy Governor	F	jchipika@gmail.com
INSTRUMENT 4				
NON -GOVERNMENT INSTITUTIONS				
17. Poverty Reduction Forum Trust	J. Kaulem	Director	F	judith@prftzim.org
ACADEMIA AND RESEARCH INSTITUTIONS				
18. The Labour and Economic Development Research Institute of Zimbabwe (LEDRIZ) - Zimbabwe Congress of Trade Unions (ZCTU)	C. Musonza	Researcher/ Economist	M	clintonmusonza@yahoo.com
19. Population Centre for Development Studies	N. Wekwete	Lecturer	F	judith@prftzim.org
INSTRUMENT 5				
DEVELOPMENT PARTNERS				
20. UN Women	Y. Huchu	M&E Assistant	F	yeukai.huchu@unwomen.org
21. UNFPA	P. Mlambo	Programme Specialist, Population and Development	M	mlambo@unfpa.org

The following organizations were consulted but did not respond: Most of the Ministries consulted did not respond as follows: Ministry of Women Affairs, Community, Small and Medium Enterprise Development (MoWACSMED); Ministry of Finance and Economic Development (MoFED); Ministry of Health and Child Care (MoHCC) ; Ministry of Primary and Secondary Education (MoPSE); Ministry of Higher and Tertiary Education Science and Technology Development (MoHTESTD); Ministry of Public Service, Labour and Social Welfare (MoPSLSW) -Social Welfare Division; Ministry of Lands, Agriculture, Water, Climate and Rural Resettlement MoLAWCRR); Home Affairs and Cultural Heritage (MoHACH) - Registrar General's Office; Ministry of Environment, Climate Change, Tourism, and International Trade (MoECCTIT); Ministry of Youth, Sport, Arts, and Recreation (MoYSAR).

The following Organizations did not respond as well NANGO; Zimbabwe Women Resource Centre Network (ZWRCN): Padare; Musasa Project; Girl Child Network; Silveira House; Confederation of Zimbabwe (CZI) Industries and UNICEF.

ASSESSMENT OF THE NATIONAL STRATEGY FOR THE DEVELOPMENT OF STATISTICS (NSDS) II IN ZIMBABWE, 2016 to 2020, FROM A GENDER PERSPECTIVE

Respondent: Zimbabwe National Statistics Agency - **Head of Gender Statistics and Head National Statistics System Coordinator**

An Assessment of the Zimbabwe NSDS II, 2016 - 2020, from a gender perspective is being conducted by UN Women in collaboration with the Zimbabwe National Statistics Agency (ZIMSTAT), to feed into the development of NSDS III. The 2020 Paris21 and UN Women, framework, and implementation guidelines for assessing data and statistical capacity gaps for better gender statistics as far as is possible[38].

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the following: **statistical capacity, enabling environment**, and **statistical production** as well as **coordinating mechanisms**, and the **use of gender statistics, including recommendations for improvement in the upcoming NSDS III**. In addition to this main module, specific questionnaires will be completed for the various ZIMSTAT branches.

Name of Respondent ....
Official Position/Designation ....
Ministry/Institution: ....
....
Sex: /_____/ Female ☐ / Male ☐ **(Please Tick)**
Email: ....
Cellphone ....
Telephone: ....

LEGISLATION AND POLICIES
1. Regarding the promotion of gender equality and of women empowerment, please list any of the following that exist in or apply to Zimbabwe:
a. Constitutional provisions ....
....
b. National laws
....
....
c. International conventions and declarations—such as the Beijing Platform for Action or the Convention on Elimination of All Forms of Discrimination against Women (CEDAW)—to which your country is a signatory
....
....
2. Please complete the table relating to **laws, regulations or policies** governing the collection of gender indicators as well as the production and dissemination of gender statistics.

---
[38] Paris21 and UN Women (2020); Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines

Laws, regulations, or policies	Governing the coordination of gender statistics and/or gender statistical system	Governing the collection of gender-relevant data	Governing the production of gender statistics	Governing the dissemination of gender statistics	Title of Document
i. Statistics law					
ii. Statistics regulation					
iii. Statistical policies					
iv. National statistical action plan					
v. Gender-related law					
vi. Gender-related regulations					
vii. Gender-related national action plan					
viii. Other, specify ………………………………					

3. Does a national gender equality policy exist?

☐ No. Go to question 8. ☐ Yes. Please provide the title: ………………………………………………………
………

4. Indicate whether this policy is endorsed by the government:

☐ No   ☐ Yes

5. Does the national gender equality policy state the need for evidence-based gender statistics to monitor gender equality as a policy objective?

☐ No

☐ Yes. Provide the specific text reference …………………………………………………………………

6. Does it have a monitoring framework?

☐ No

☐ Yes. Title of the framework: ……………………………………………………………………………………
……………….

Was the monitoring framework consulted with the ZIMSTAT? ………………………………………
………………………………………………………………………………………………………

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

7. Does it have an institution in charge of monitoring?

☐ No

☐ Yes. Institution in charge: …………………………………………………………………………………

8. Is there a regulation specifying the establishment and tasks of a gender statistics entity in the national statistical system (for example a gender statistics focal point or unit/section/department/ division within the agency)?

☐ No.

☐ Yes. Title of the regulation: ....

Link or citation: ....

....

9. Is there a separate gender statistics entity (within the ZIMSTAT or elsewhere)?

☐ Yes, within the ZIMSTAT

☐ Yes, elsewhere, within (provide the name of the institution:...

....

☐ No, gender statistics production is incorporated in the work of different units/ sectors. In this case, does the regulation, which governs the work of the ZIMSTAT, specify the ZIMSTAT's tasks relating to gender statistics production and coordination?..

☐ No

☐ Yes. Title of the regulation: ....

INSTITUTIONAL SETTING AND ORGANIZATIONAL DESIGN: GENDER STATISTICS ENTITY

10. Where is the gender statistics entity or focal person(s) located in the national statistical system?

Select one answer and provide its name

☐ Within the ZIMSTAT. Name: ....

....

11. When was the gender statistics entity created/appointed in the national statistical system?

Year: ....

12. To whom does the gender statistics entity report within the organizational structure?

Select one answer

☐ Directly to the chief statistician

☐ To another department/unit

13. What are the main tasks of the gender statistics entity?

Select all that apply

☐ Compiling gender statistics and maintaining gender statistics databases

☐ Analyzing data from a gender perspective

☐ Disseminating gender statistics via publications and/or a website

☐ Ensuring that gender perspective is addressed in all aspects of the statistics production within the ZIMSTAT

☐ Integrating a gender perspective in statistics training or introducing statistics in gender training and awareness rising workshops; organizing national training related to gender statistics

☐ Answering requests for gender statistics from national and international users

☐ Conducting methodological work (development of gender statistics, measurement issues, data collection methods)

☐ Coordination of an inter-agency committee that serves as a venue for discussion on gender statistics

☐ Other. Specify: ……… ……………………………………………………

14. If the gender statistics entity coordinates gender statistics production in the ZIMSTAT, do the members of this entity also participate in the overall coordinating mechanism for official statistics? This can refer to the participation in the inter-agency group on gender statistics, for instance.

☐ Yes. Provide examples: …… ………………………………………………………………………………………

☐ No. Indicate why: …… …………………………………………………………………

FUNDS INFRASTRUCTURE

15. Is there a dedicated budget specifically for gender statistics within the overall national budget for statistics (it can include the gender statistics entity operational costs)?

☐ No. Go to question 17

☐ Yes

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

17. Is it possible to verify disbursement and commitment? If yes, please provide estimated amount.

Disbursement: ……… ……………………………………………………………

Commitment: …… ……………………………………………………………

18. In case there is no dedicated budget, are funds available for gender statistics activities on an ad-hoc basis?

☐ Yes. Indicate what was the last activity funded …………………………………………………………………… ……………………………………

☐ No

19. Are there criteria to deliberately include gender (statistics) in the national budgeting process for statistics?

☐ Yes

☐ No

PLANS (NDP, NSDS, SMP, PRS)

20. Does the last and/or current Transitional **Stabilization Plan (TSP)** and the **planned five years National Development Plan (NDP), 2021-2025** include a section on gender equality and/ or women's empowerment?

☐ No

☐ Yes. Provide the titles of these documents and citations: ....

....

21. Did the past NSDS II address the issues related to the development of gender statistics within the national statistical system (NSS)?

☐ No

☐ Yes. Provide the titles of these documents and citations ....

....

22. What is the share of gender-related activities in the NSDS II or annual working plan with a secured budget....................................%

23. Are there any other sanctioned strategies for developing gender statistics across the entire national statistical system (NSS) or regional/sectoral plans that include gender issues? This could include for example a statistical master plan (SMP) or Poverty Reduction Strategy (PRS).

☐ No

☐ Yes. Please list all, specifying the ministry responsible for the overall coordination and the role of the ZIMSTAT in its realization: ....

....

DONOR SUPPORT

24. Did ZIMSTAT receive technical, financial, or other input from donors for the gender statistics production of publications during the NSDS period 2016 -2020?

☐ No

☐ Yes. Specify: ....

....

• Type of support (technical, financial ....

• Specific Time ....

• Name of data collection/statistics/publication: ....

....

COORDINATING MECHANISM IN THE NATIONAL STATISTICAL SYSTEM (NSS)

25. Do the following line ministries or agencies collect gender-specific data?

This includes both sex-disaggregated data as well as gender-specific data without sex-disaggregation (relating to women/men only). Provide actual names of analogous ministries:

Ministry	Examples of Data Collected
Ministry of Women Affairs, Gender and Community Development	
Ministry of Finance, Ministry of Economic Development	
Ministry of Health	
Ministry of Primary and Secondary Education.	
Ministry of Higher and Tertiary Education.	
Ministry of Public Service, Labour and Social Welfare	
Ministry of Lands, Agriculture and Rural Resettlement	
Ministry of Home Affairs - Registrar General's Office	
The Reserve Bank of Zimbabwe	
Zimbabwe Tourism Development Authority	
Other, Specify	

26. Are key actors for the development of subnational gender statistics involved at national level discussions?

☐ No

☐ Yes. Specify which actors and describe their coordinating role: ………………………………
……
…………………………………

27. What is the role of the Ministry of Women Affairs, Gender and Community Development in the NSS?

Please select all that apply

☐ Production of main statistical output relating to gender statistics

☐ Compilation of gender statistics inputs from other agencies and/or administrative records from other data sources (CSOs, NGOs).

☐ Providing guidance, training on gender statistics

☐ Organization of consultations among gender statistics producers and with users

☐ Advocating for the use of gender statistics

☐ Lobbying for relevant programs and bills related to gender statistics

☐ Funding of gender data collection operations

☐ Other Specify: ……………………………………………………………………………………………………
……………………………………………………………………………………………

28. Are there any other agencies in the NSS that are involved in the coordination of gender statistics?

☐ No

☐ Yes. Specify which agencies and describe their coordinating role: …………………………
……
…………………………………

29. Referring to the coordination of gender statistics production the NSS, indicate if these problems occur:

Please select all that apply

☐ There are no gender statistics-related provisions in the statistics law.

☐ There is no regulation specifying collections of gender information.

☐ Existing regulations restrict the exchange of data between institutions.

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

☐ Gender aspects are not represented in the Statistics Board, Advisory Group, or similar entity (whether in terms of membership or scope of the agenda)

☐ Other. Specify: ....
....

EXISTING DATA

30. Have data needs for monitoring of implementation of international agreements (CEDAW, Beijing platform for Action, SDGs) been systematically integrated in the official data systems?

This mainly refers to the existence of indicator frameworks to monitor the implementation of these agreements.

☐ No. Indicate why: ....
....

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

31. Which of the priority gender-sensitive statistical data collections or operations will the ZIMSTAT undertake in the NSDS III period 2021-2025?

Select all that apply

☐ Violence against women survey

☐ Time-use survey

☐ Reviewing household survey with a gender perspective

☐ Other. Specify: ....
....

☐ None of them. Specify why: ....
....

32. During the period of NSDS II, 2016-2020, have there been any special modules of household surveys focusing on gender issues?

☐ No

☐ Yes. Provide examples: ....
....

33. Have the NSDS II data collection initiatives, methods and tools in different sectors been analyzed with a gender perspective?

This could include for example looking at the intended use, evaluation questions, and indicators. The data collections focusing on gender should be designed to provide information about men and women as well as about different categories of

women and men (e.g., by ethnicity, sexual orientation, age, class, caste, residence, and race).

☐ No. Explain why: ....
....

☐ Yes. Provide examples: ....
....

☐ Does not apply, specify: ....
....

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

....
....

ALTERNATIVE DATA SOURCES

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

☐ No

☐ Yes. Provide the title of the policy ....
....

36. What alternative data sources have been used to produce gender indicators in the past 5 years (2016-2020)?

37. Are there any plans to use such sources at least in the next 5 years (NSDS III 2021 -2025)?

☐ Yes

☐ No

DATA LITERACY, KNOWLEDGE SHARING, COMMUNICATING GENDER STATISTICS

38. Are public information campaigns based on gender statistics being conducted?

☐ No. Indicate why?:...
....

☐ Yes. Describe all initiatives to disseminate gender-related information in mass media and other means over the past 5 years (NSDS II, 2016-2020): ....
....
....

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

Complete the following table:

Yes/No	Experts from?	Form of consultations (e.g. meetings, workshops, formal advisory committees)	Frequency of consultations (e.g. regular, ad-hoc)
☐	Ministries		
☐	Parliament		
☐	NGOs, CSOs		
☐	International Organizations		
☐	Universities, research centres		
☐	Private sector		
☐	Other, specify		

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

40. Is there a specific gender statistics program in official statistics training:

☐ No. Indicate why:………………………………………………………………………………………………………
………………………………………………………

☐ Yes, organized by the ZIMSTAT. Specify for whom: ………………………………………………………
……

☐ Yes, organized by (specify the institution/Organization and the audience): ……………
……
……………………………

ADVOCACY STRATEGY

41. Are there any efforts made by the ZIMSTAT to promote the use of gender statistics?

☐ No. Indicate why:………………………………………………………………………………………………………
………………………………………………………

☐ Yes. Provide examples: ………………………………………………………………………………………………
………………………………………………………

42. Are there any efforts made by the ZIMSTAT to monitor the use of gender statistics?

☐ No. Indicate why:………………………………………………………………………………………………………
………………………………………………………

☐ Yes. Provide examples: ………………………………………………………………………………………………
………………………………………………………

RELATIONSHIP BETWEEN DATA PRODUCERS

43. Please indicate whether the ZIMSTAT works jointly with the specified ministry on the following activities for gender statistics.

Ministry	Setting priorities for data produc-tion	Data collec-tion	Data Analy-sis	Data dissemina-tion	No collabora-tion	Form (meet-ings, working groups, etc.)	Frequency of consulta-tions
1. Ministry of Women Affairs, Gender and Community Development							
2. Ministry of Finance, Ministry of Economic Development							
3.Ministry of Health							
4.Ministry of Primary and Secondary Education.							
5.Ministry of Higher and Tertiary Education.							
6.Ministry of Public Service, Labour and Social Welfare							
7.Minister of Lands, Agriculture and Rural Resettlement							
8.Ministry of Home Affairs -Registrar General's Office							
9.The Reserve Bank of Zimbabwe							
10.Zimbabwe Tourism Development Authority							
11.Other, Specify							

44. Is there a data-sharing policy among different producers of gender statistics?

☐ Yes. Indicate with which institution and what kind of data…………………………………………

………

☐ No. Indicate why………

…………………………………………………………………………………………

45. Are classifications and definitions being harmonized among data producers:

Select all that apply

☐ Yes, to ensure compatibility of data.

☐ Yes, to minimize inconsistency and use a common language in defining and calculating indicators.

□ No. Indicate why:………………………………………………………………………………………………………
……………………………………………………………………………………

RELATIONSHIP WITH USERS

46. Indicate main groups of gender statistics users in the country that you reach out to:
a. ………
……………………………………………………………………
b. ………
……………………………………………………………………
c. ………
……………………………………………………………………

47. Are there any other groups of potential gender statistics users to whom you would like to reach out?
a. ………
……………………………………………………………………
b. ………
……………………………………………………………………
c. ………
……………………………………………………………………

48. Does your institution organize meetings with users before a major survey to identify their gender specific needs?

Provide examples of such meetings and indicate if there is any follow-up
a. ………
……………………………………………………………………
b. ………
……………………………………………………………………
c. ………
……………………………………………………………………

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

50. Does the ZIMSTAT conduct a User Satisfaction survey that enquires specifically about gender statistics produced by the ZIMSTAT?
□ Yes. Specify when it was conducted and summarize the results

☐ No. Indicate why:………

……………………………………………………………………………………

51. Does the ZIMSTAT collaborate with a regional or international Organization in the following areas:

Select all that apply and provide the names of Organizations

☐ Strengthening the gender statistical system or increasing gender-responsiveness of the NSS

………

……………………………………………………………

☐ Methodological feedback concerning gender statistics production …………………………

………

……………………………………

☐ Technical assistance for gender statistics ……………………………………………………………………

………………………………………………………………………

☐ Organization of training related to gender statistics ………………………………………………………

………

☐ Other. Please specify: ………………………………………………………………………………………………

…………………………………………………………………………………

☐ No, we do not collaborate with any regional or international Organization in the domain of gender statistics.

DATA ECOSYSTEM COORDINATION

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

Data actors can include the private sector, media, scientific community and academia, NGOs or citizens' groups.

☐ No. Indicate why:………

…………………………………………………………………………………

☐ Yes. Specify the type of actors and ways of collaboration/partnership: ……………………

………

…………………………………………

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

………

RELATIONSHIP WITH POLITICAL AUTHORITIES

53. Do procedures exist to report:

☐ Political or administrative pressure faced by the ZIMSTAT when producing and disseminating statistical information? State how?………………………………………………………

……………………………………………………………………………………………………

☐ Misuse, abuse or misrepresentation of gender statistics. State how?...........................
....
....
☐ There are currently no such procedures

Stakeholders' interest

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

This may be reflected in civil society campaigns, advocacy initiatives aiming at eliminating violence against women, gender sensitive civil society coordination mechanisms or movements.

☐ Yes. For example: ....
....

☐ No. Indicate why:...
....

55. Over the past 5 years @016 to 2020 have the non-governmental users of gender statistics (e.g. NGOs, media) approached the ZIMSTAT for an intervention relating to gender statistics?

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

☐ No

☐ Yes. Specify the type of user: ....
....

Subject of their intervention: ....
....

Frequency of their interventions: ....
....

56. List all titles of data collection exercises or indicators relating to gender that have been compiled at the request of users over the 5 years (2016 to 2020).

a. ....
....

b. ....
....

c. ....
....

POLITICAL SUPPORT

57. Do you believe that gender equality is widely accepted as a policy objective by the government and the political arena?

This can be based on public declarations and campaigns.

☐ Yes. Justify...
....

☐ No. Justify……

……………………………………………………………………………………

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 ZIMSTAT/NSS budget provided by government vs international aid, as a share of gender-related activities in the NSDS or as an annual working plan with a secured budget.

☐ Yes. Provide examples

☐ No. Indicate why……

……………………………………………………………………………………

HUMAN RESOURCES

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

a. Gender statistics-dedicated entity within the ZIMSTAT

Fulltime………

………………………………………………………………………

Part-time ………

……………………………………………………………………………

b. In case there is no separate gender statistics entity, include gender statistics focal points in the ZIMSTAT

Full time………

…………………………………………………………………

Part-time ………

……………………………………………………………………

c. Gender statistics working/advisory groups

Full time………

………………………………………………………………………

Part-time ………

…………………………………………………………………………

INFRASTRUCTURE

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

☐ Yes

☐ No. Indicate existing shortages ……………………………………………………………………………………

………………………………………………

………

61. Does the ZIMSTAT lay out a separate plan in order to secure funding for the activities related to gender statistics?

This can include budgeting, defining a timeline, identifying possible resources and funders, and the required actions and activities, such as negotiating with national authorities and/or external partners, foundations or companies.

☐ Yes

☐ No. Indicate why:……………………………………………………………………………………………………
………………………………………………………………………………………

STATISTICAL PRODUCTION PROCESSES

Statistics Production

62. Please indicate whether gender dimension was taken into account at each step of statistical production process in ZIMSTAT

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

Quality assurance

63. Over the past 5 years, has the ZIMSTAT undertaken any assessments of its data production processes to see if they were gender-sensitive?

☐ Yes. Describe the results: …………………………………………………………………………………………
………………………………………………………………………………………

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

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

Select all that apply

☐ UN 2016 "Integrating a gender perspective into statistics"

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

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

☐ Gender Statistics Handbooks. Specify which ones:

………

☐ Principles and Recommendations. Specify which ones: ………………………………………………
………

☐ Other. Specify: ……
………………………………………………………………………………

☐ None of them. Specify why: ………………………………………………………………………………
………………………………………………………………………

65. Has an assessment of gender statistics quality been carried out in the past 5 years?

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

☐ No

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

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

☐ No

☐ Yes. Indicate when

67. Does the ZIMSTAT/gender statistics unit monitor the quality and use of gender data from administrative sources?

☐ No

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

HUMAN RESOURCES MANAGEMENT

68. Does the ZIMSTAT have any incentives in place to enhance the retention of gender statistics staff and reduce turnover? Describe the incentives if applicable as well as staff turnover in the gender statistics entity over the last 5 years.

☐ No

☐ Yes. Incentives: ………
…………………………………………………………………………

Staff Turnover ……
……………………………

69. Is there training of data producers at the ZIMSTAT

☐ No

☐ Yes

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

☐ No

☐ Yes. Provide examples: …………………………………………………………………………………………
……………………………………………………………………………

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

☐ No

☐ Yes

INNOVATION

71. What changes or new tools have been introduced in the collection and/or compilation of gender related data during the NSDS II period?

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

a. ....

....

b. ....

....

c. ....

....

COMMUNICATION AND TRANSPARENCY

72. If the ZIMSTAT has a website, is there a dedicated gender statistics section?

☐ No

☐ Yes

Provide a link:...

....

Specify how often it is updated: ....

....

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

☐ No

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

....

74. What other ways of sharing gender statistics with the public exist?

Describe all other ways of gender statistics communication and provide titles of publications and copies where possible.

a. ....

....

b. ....

....

c. ....

....

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

....

STRATEGIC PLANNING, MONITORING AND EVALUATION, CHANGE MANAGEMENT

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

☐ No

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

77. Is there a strategic plan in the ZIMSTAT directed at all sectors to integrate a gender perspective in all statistical processes?

☐ Yes. Provide examples: ....
....

☐ No. Indicate why:...
....
....

78. Does the ZIMSTAT plan to undertake any actions aimed at improving gender statistics?

Please check all that apply

☐ Setting priorities

☐ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that employees of the agency/Organization are working toward common goals

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

☐ Other. Specify: ....
....

☐ There is no such action planned. Indicate why: ....
....

79. Has the ZIMSTAT has undertaken the above-mentioned actions in the past 5 years, (2016 -2020).

Please check all that apply

☐ Setting priorities

☐ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that the agency/Organization's employees are working toward common goals

☐ Undertaking multipronged interventions or programs, like for instance SPARS (Supervision, Performance Assessment, and Recognition Strategy).

☐ Other. Specify: ....
....

☐ There is no such action planned. Indicate why: ....
....

80. Are national policies being designed and evaluated through the analysis and use of gender statistics?

☐ Yes. Provide examples: ……………………………………………………………………………………………………
……………………………………………………………………………………

☐ No. Indicate why:………
…………………………………………………………………………………….

CONCLUSIONS

81. What are the barriers to using gender statistics more effectively?
……
………………………………………………………………

82. How are these gender data and statistics used by government and other stake-
holders? What are the challenges? Success stories?
Overall Challenges
……
………………………………………………………………
Overall Success Stories
……
………………………………………………………………

RECOMMENDATIONS FOR NSDS III

83. What should be done to address gender data gaps? New data collections? Ca-
pacity building?
……
………………………………………………………………

84. What should be done to improve availability, accessibility and use of gender
statistics?
……
………………………………………………………………

85. How can the environment be improved to make it conducive for gender main-
streaming in data collection, production and dissemination???
……
………………………………………………………………

86. How can UN Women assist given its Mandate?
……
………………………………………………………………

87. How can Other Development Partners Assist Given their Mandates?
……
………………………………………………………………

ASSESSMENT OF THE NATIONAL STRATEGY FOR THE DEVELOPMENT OF STATISTICS (NSDS) II IN ZIMBABWE, 2016 to 2020, FROM A GENDER PERSPECTIVE

Respondent: Zimbabwe National Statistics Agency - **Heads of Branches**

An Assessment of the Zimbabwe NSDS II, 2016 - 2020, from a gender perspective is being conducted by UN Women in collaboration with the Zimbabwe National Statistics Agency (ZIMSTAT), to feed into the development of NSDS III. The 2020Paris21 and UN Women, framework, and implementation guidelines for assessing data and statistical capacity gaps for better gender statistics as far as is possible[39]:

The six strategic objectives of NSDS II, 2016-2020 are as follows:

- To strengthen the civil registration system, administrative records, surveys, and other sources of data.
- To improve quality, dissemination of statistics and public statistical literacy.
- To improve statistical advocacy and integrate use of statistics in decision-making.
- To develop capacities within National Statistical System (NSS);
- To consolidate coordination within NSS; and
- To improve resources mobilization and build strategic partnerships.

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the following: **statistical capacity, enabling environment**, and **statistical production** as well as **coordinating mechanisms**, and the **use of gender statistics, including recommendations for improvement in the upcoming NSDS III**.

Please complete this short questionnaire electronically and submit to Messrs G.T. Matsinde (gmatsinde@zimstat.co.zw/0777499872 and T.E. Mwadiwa *(tmwadiwa@ gmail.com/0773169839)*, copied to J. Malaba- *(joycemalaba@gmail.com/cell: 0777 045950)*

Name of Respondent …… …………….

Official Position/Designation ……………………………………………………………………………………………………… …………

Branch: ……….

Sex: / / Female ☐   Male ☐ **(Please Tick)**

Email: …….

Cellphone ………..

Telephone: ………………………………………………………………Date: /   /November, 2020

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[39] Paris21 and UN Women (2020); Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines

SELECTED GENDER CONCEPTS

Gender: Refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures".

Gender statistics: Are defined by the sum of the following characteristics: a) data are collected and presented by sex as a primary and overall classification; b) data reflect gender issues; c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and d) data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data (UN, 2016b).

Sex-disaggregated data are data on individuals differentiated by sex. They are collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex-disaggregated data have the capacity to reveal differences in the lives of women and men that result from gender roles and expectations.

Gender indicators: Serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions, and feelings) (EIGE, 2015).

Gender mainstreaming: In a national statistical system includes activities that aim to apply gender perspective holistically at all stages of data production, statistical coordination, communication, and statistics use.

A National Strategy for the Development of Statistics is a country's plan for developing statistical capacity across the entire national statistical system (NSS). Such a strategy sets out a vision of where the NSS should be over a five- to ten-year timeline and a roadmap for achieving this goal. It also presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a co-ordinated, synergistic, and efficient manner. Furthermore, it provides both a framework for mobilizing, harnessing, and leveraging national and international resources as well as a basis for an effective and results-oriented strategic management of the National Statistical System.

Source: Paris21 and UN Women, 2020; Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.

STATISTICAL PRODUCTION PROCESSES

1. What Statistics is your branch mandated to produce?

....

2. What did you produce in the NSDS II period, 2016-2020?

Activities **in the NDSD II, 2016** ....

....

Activities **not in the NSDS II, 2016 -2020......**..

....

3. Are the Statistics that you produce (Collect, analyze and disseminate) gender main streamed? Give examples

....

4. Please indicate whether gender dimension was considered at each step of statistical production process in your Branch:

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

5. **Data Gaps** -What are the data needs of your users which you could not meet in NSDS II period, 2016-2020

....

6. Which of the priority gender-sensitive statistical data collections or operations will your branch undertake in the NSDS III period 2021- 2025?

....

7. During the period of NSDS II, 2016-2020, have there been any special modules of household surveys conducted for your Branch that focused on gender issues?

☐ No

☐ Yes. Provide examples ....

8. Have the NSDS II data collection initiatives, methods and tools in your branch been analyzed with a gender perspective? The data collections focusing on gender should be designed to provide information about men and women as well as about different categories of women and men (e.g., by ethnicity, age, residence, among other disaggregations).

☐ No. Explain why?

....

....

☐ Yes. Provide examples ....

....

☐ Does not apply, specify ....

....

9.   Does the production of statistics in your Branch satisfy the gender statistics re-
    quirements for monitoring implementation of the following?

*Agenda 2030: Sustainable Development Goals (SDG) (See Annex 1 on SDG gender
specific indicators. Please complete the table with any latest data for indicators spe-
cific **ONLY** to your branch)*

....

....

INNOVATION

10. What changes or new tools have been introduced in the collection and/or com-
    pilation of gender related data during the NSDS II period (2016-2020) in your
    Branch? Describe their impact and the results. For example, adding a list of ac-
    tivities to the Labour Force Survey to cover unpaid work.

a. ....

....

b. ....

....

c. ....

....

TRAINING

11.   Have you received any training in Gender Equality and Empowerment, Gender
     Statistics or Gender Mainstreaming in the NSDS II period (2016-2020) or before.
     Indicate the period training was received.

☐ No

☐ Yes. Specify ....

....

12. Have you as head of Branch or anyone from your section attended any training
    where Gender Equality and Women's Empowerment Gender Statistics and Gen-
    der Mainstreaming was discussed or was on the training agenda in the NSDS II
    period (2016-2020) or before. Indicate the period training was received.

☐ No

☐ Yes. Specify ....

....

POLICY

13. Do national gender statistics users for your specific area see gender equality as a policy priority?

☐ No.Indicate why?...……
....

☐ Yes.Specify ....……
....

CHALLENGES AND CONSTRAINTS

14. What Challenges and Constraints do you face in the production of statistics in your branch

With regards to gender mainstreaming?
....…………

In general?
....…………

RECOMMENDATIONS FOR NSDS III

15.What should be done to address gender data gaps in your Branch with regards to:

New data collections?
....……

Capacity building?
....……

16. What should be done to improve availability, accessibility and use of gender statistics in your Branch?
....……

17. How can the environment be improved to make it conducive for gender mainstreaming in data collection, production, and dissemination in your Branch?
....……

18. How would you want to be assisted in order to mainstream gender in the production of statistics in your branch in the next 5 years, 2021 -2025?
....……

19. How can UN Women assist given its Mandate? *UN Women's vision of equality is enshrined in the Charter of the United Nations, and promotes 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, and there-*

fore requires gender mainstreamed data to effectively deliver on many aspects of its mandate. It is in this regard that UN Women is supporting the evaluation of the NSDS II so as to improve on the implementation of the NSDS III.

………

20. How can Other Development Partners Assist given their Mandates?

………

Thank you for your participation!

Annex A1.4: INSTRUMENT 3: Gender Sector Statistics Committee - Gender Focal Points

ASSESSMENT OF THE NATIONAL STRATEGY FOR THE DEVELOPMENT OF STATISTICS (NSDS) II IN ZIMBABWE, 2016 to 2020, FROM A GENDER PERSPECTIVE

Respondents: Gender Sector Statistics Committee - Gender Focal Points

An Assessment of the Zimbabwe NSDS II, 2016 - 2020, from a gender perspective is being conducted by UN Women in collaboration with the Zimbabwe National Statistics Agency (ZIMSTAT), to feed into the development of NSDS III. This is assessment in mainly based on the 2020 Paris21 and UN Women framework and implementation guidelines for assessing data and statistical capacity gaps for better gender statistics[40]:

The six strategic objectives of NSDS II, 2016-2020 are as follows:

- To strengthen the civil registration system, administrative records, surveys, and other sources of data.
- To improve quality, dissemination of statistics and public statistical literacy.
- To improve statistical advocacy and integrate use of statistics in decision making.
- To develop capacities within National Statistical System (NSS);
- To consolidate coordination within NSS; and
- To improve resources mobilization and build strategic partnerships.

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the following: **statistical capacity, enabling environment**, **statistical production** as well as **coordinating mechanisms**, the **use of gender statistics, and the recommendations for improvement in the upcoming NSDS III, 2021-2025**. This questionnaire collects information from Gender Focal Points which participate in the Gender Sector Statistics Committee. All individual information collected in this questionnaire will be treated with confidentiality. Only the aggregate/summary of information will be presented to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with ZIMSTAT.

Please complete this short questionnaire electronically and submit to ZIMSTAT
Messrs G.T. Matsinde *(gmatsinde@zimstat.co.zw/0777499872)* and T.E. Mwadiwa *tmwadiwa@gmail.com/0773169839)*, copied to J. Malaba *(joycemalaba@gmail.com/ cell: 0777045950)* by latest 6 November 2020.

Name of Respondent: ……………………………………………………………………………………
Position/Designation………………………………………………………………………………………
Ministry/ Institution ………………………………………………………………………………………
Sex: ☐ Female   ☐ Male (Please Tick)
Email: …………………………………………………………………………………………………
Cellphone ……………………….:Telephone**:** …………………………: Date: /   / November 2020

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[40] Paris21 and UN Women (2020); Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines

SELECTED GENDER CONCEPTS

Gender: Refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed, and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures".

Gender statistics: Are defined by the sum of the following characteristics: a) data are collected and presented by sex as a primary and overall classification; b) data reflect gender issues; c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and d) data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.

Sex-disaggregated data are data on individuals differentiated by sex. They are collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex-disaggregated data have the capacity to reveal differences in the lives of women and men that result from gender roles and expectations.
.
Gender indicators: Serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions, and feelings).

Gender mainstreaming: In a national statistical system includes activities that aim to apply gender perspective holistically at all stages of data production, statistical coordination, communication, and statistics use
.
A National Strategy for the Development of Statistics (NSDS) is a country's plan for developing statistical capacity across the entire national statistical system (NSS). Such a strategy sets out a vision of where the NSS should be over a five- to ten-year timeline and a roadmap for achieving this goal. It also presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a coordinated, synergistic, and efficient manner. Furthermore, it provides both a framework for mobilizing, harnessing, and leveraging national and international resources as well as a basis for an effective and results-oriented strategic management of the National Statistical System.

Source: Paris21 and UN Women, 2020; Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.

PROFESSIONAL BACKGROUND

1. How many years of experience in the field of gender statistics do you have? ....
    ....
    ....

2. How do you perceive the adequacy of your technical skills and knowledge for producing gender statistics? ....
    ....

STRATEGIC NETWORKING AND COMMUNICATION

3. How many gender statistics-related professional meetings, workshops/training events have you attended during the past 5 years (Period of NSDS II, 2016-2020)? These include both national and international events.

    Number: ....
    ....

    Examples: ....
    ....

4. Over the past 5 years (Period of NSDS II, 2016-2020)? have you prepared any report or presentation on gender statistics and released or presented it in any of the following:

    Check all that apply by ticking in the squares and provide information in the space provided):

    ☐The website of ZIMSTAT. Please provide a link, if possible: ....
    ....
    ....

    ☐The website of the Ministry of ....
    ....

    Please provide a link, if possible: ....
    ....

    ☐ Regional forum. Please provide title and date: ....
    ....

    ☐ National forum. Please provide title and date: ....
    ....

    ☐ International forum. Please provide title and date: ....
    ....

5. Over the past 5 years (Period of NSDS II, 2016-2020), have you represented your institution in a regional or international meeting where gender statistics was discussed or was on the agenda? (In case you delegate your staff to such meetings, has any of your staff been designated to participate in a regional or international meeting related to gender statistics?)

    ☐Yes. Please provide title and date:...
    ....

    ☐ No. Indicate why:...
    ....

How many meetings of the Gender Sector Statistics Committee did you attended in the past 12 months? ……………………………………………………………………………………………………
………………………………………………

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

☐ Yes. Please provide examples: ……………………………………………………………………………

……

☐ No.

LEADERSHIP

7. Over the past 5 years (Period of NSDS II, 2016-2020), have you (co-) organized a gender related meeting/workshop, which included external stakeholders (national or international)?

☐ Yes. Please provide examples: ……………………………………………………………………………

……

☐ No.

TEAMWORK AND COLLABORATION

8. Have you collaborated with another division within your institution on gender statistics production, over the past 5 years (Period of NSDS II, 2016-2020)?

☐ No. Indicate why:…………………………………………………………………………………………

……………………………………………………………………………………

☐ Yes. Please provide examples of success stories or challenges that you might have encountered:

……

……………………………………………………………

TIME MANAGEMENT AND PRIORITIZATION

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

☐ Yes. Please provide examples: ……………………………………………………………………………

……………………………………………………………………………………………………

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

……

………………………………………………………

PROBLEM SOLVING AND CREATIVE THINKING

10. What are the three most challenging tasks in your assigned functions relating to gender statistics?

Please provide examples and indicate how you address them

a. ……
…………………………………………………………

b. ……
………………………………………………………

c. ……
…………………………………………………………

SELF-MOTIVATION

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

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

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

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

CAREER EXPECTATIONS AND INCOME

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

a) Your career opportunities:

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

☐ This work has no impact on my career opportunities

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

b) Your salary:

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

☐ This work has no impact on my salary

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

GENDER STATISTICS PRODUCTION

13. Does your institution/Ministry produce gender statistics from administrative records, surveys or censuses?

☐ Yes

Provide examples ………………………………………………………………………………………………………
………………………………………………………………………………

☐ No ………

14. Which gender statistics have you been provided by ZIMSTAT in the past 5 years, 2016-2020**?**

....

....

15. What are the priority data gaps in gender statistics provided by ZIMSTAT which you would want filled and at what frequency? Give examples ....

....

....

GENDER STATISTICS USE

Collaboration between data producers

16. When collecting sex-disaggregated data or other gender-related information, on which of the following tasks does your institution cooperate with the ZIMSTAT?

    Select all that apply and provide examples of collaboration.
    ☐ To compile data
    ☐ To consult definitions/concepts/methodologies for data collection
    ☐ To set priorities for data collection
    ☐ To verify the quality of data collected
    ☐ To analyze data
    ☐ To disseminate statistics
    ☐ There is no collaboration. Please indicate why: ....

     ....

     ....

17. Do you cooperate with other ministries or agencies to coordinate gender statistics production or dissemination?

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

     ....
    ☐ No. Please indicate why:...

     ....

18. Does your institution use gender statistics produced by the ZIMSTAT/other ministries /other agencies?

    Select one answer:
    ☐ We never use gender statistics. Please indicate the reason: ....

     ....

     ....
    ☐ We use gender statistics published by the ZIMSTAT / other ministries /other agencies.

Please specify the source institution, type of statistics, the frequency and how they are used by your institution.

………

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

………

19. In case you use the gender, statistics produced by the ZIMSTAT, please assess the quality of these in terms of:

Select one answer in each category and specify where applicable

• **Relevance:**

☐ Gender statistics fully meet our needs

☐ Gender statistics partially meet our needs, because (specify) ……………………………… ……………………………………………………………………

☐ Gender statistics do not meet our needs, because (specify) ……………………………… ……… ……………………………

☐ I do not know

• **Accuracy:**

☐ Gender statistics correctly estimate or describe the characteristics they are designed to measure

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

☐ I do not know

• **Timeliness:**

☐ The timeliness of gender statistics is satisfactory

☐ The timeliness of gender statistics could be improved, for example: ………………… ……… …………………………………………

☐ I do not know

• **Accessibility of data:**

☐ Gender statistics are easily accessible on the NSO website

☐ Gender statistics can be easily requested and obtained from the NSO

☐ Gender statistics needed are not easily accessible, for example: ……………………… ……… ……………………………………

☐ I do not know

• **Coherence:**

☐ Data are coherent within datasets, across datasets, and over time

☐ Data are not always coherent within datasets, across datasets, and over time, for example:

....

....

☐ I do not know

20. Please indicate whether you have used the following information relating to gen-der statistics published by the ZIMSTAT:

Select all that apply

☐ Metadata (definition, source, unit, method of computation). Indicate how do you access it and how often: ....

....

☐ Methodologies of surveys or censuses. Indicate how do you access it and how often:

....

....

☐ Other informative material. Indicate what kind of material, how do you access it and how often:

....

....

☐ None of the above.

21. For what purpose do you use national gender statistics?

Select all that apply

☐ I do not use gender statistics

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

....

....

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

....

....

☐ Targeting beneficiaries and programmes, for example: ....

....

☐ Research purposes, for example: ....

....

☐ General economic information, for example: ....

....

☐ Other. Please specify: ....

....

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

……

………………………………………………………………………

22. What were the last gender statistics that you quoted or referred to at work?

Please provide examples: ………………………………………………………………………………………………

………………………………………………………………………………

23. Which presentation of gender statistics do you find the most useful for your work?

Select all that apply

☐ Graphs/infographics

☐ Reports/articles

☐ Videos

☐ Press conference/fora

☐ Others. Please specify: ……………………………………………………………………………………

………………………………………………………………………………

24. Which topic relating to gender statistics would you like to learn about:

Select all that apply

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

……

☐ Statistical coordinating mechanisms and tools to promote an effective and well-coordinated genderstatistical system, for example: …………………………………………

……

………………

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

……

……………………………

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

……

……………………………………………

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

……

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

……

………………

☐ Ways of analysing gender statistics, for example: ………………………………………………

………

25. In your opinion, what are the most important gender issues/problems in Zimbabwe, which are related to the mandate of your institution, that need further exploration in terms of data collection or communication?

Gender Issues/problems related to mandate of your institution. …………………………

……

…………

Other gender issues/problems

………

…………………………………………………………………

26. Do you use any gender statistics relating to your ministry/institution mandate to report for monitoring implementation of international conventions/ agreements such as Agenda 2030: Sustainable Development Goals (SDG), Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), etc. Please specify and give examples of conventions and gender statistics reported and links?

………

RECOMMENDATIONS FOR NSDS III, 2021-2025

27. What are the areas of gender statistics development that you would you recommend for prioritization in the upcoming NSDS III, 2021-2025?

Within your institution mandate:

………

…………………………………………………………………

In general:

………

…………………………………………………………………

28. What should be done to improve availability, accessibility and use of gender statistics in your Ministry/Institution?

………

29. How would you want to be assisted in order to mainstream gender in policy formulation/planning, monitoring and evaluation in your Ministry/Institution in the next 5 years, 2021 -2025?

………

30. How can UN Women assist in the provision of gender statistics and gender mainstreaming in general in your ministry/institution, given its Mandate? *UN Women's vision of equality is enshrined in the Charter of the United Nations, and promotes 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, and therefore requires gender mainstreamed data to effectively deliver on many aspects of its mandate. It is in this regard that UN Women is supporting the evaluation of the NSDS II so as to improve on the implementation of the NSDS III.*

………

31. How can other Development Partners Assist in the provision of gender statistics and gender mainstreaming in general in your ministry/institution given their mandates?

……

32. Any other issues with regards o the development of gender statistics development and gender mainstreaming to be taken into account in NSDS III, 2021 -2025?

……
…………………………………………………………..

ASSESSMENT OF THE NATIONAL STRATEGY FOR THE DEVELOPMENT OF STATISTICS (NSDS) II IN ZIMBABWE, 2016 to 2020, FROM A GENDER PERSPECTIVE

Respondents: Key Stakeholders – Government Institutions, Civil Society, Private Sector, Research Institutions, Academia, Media.

An Assessment of the Zimbabwe NSDS II, 2016 - 2020, from a gender perspective is being conducted by UN Women in collaboration with the Zimbabwe National Statistics Agency (ZIMSTAT), to feed into the development of NSDS III. The 2020 Paris21 and UN Women, framework, and implementation guidelines for assessing data and statistical capacity gaps for better gender statistics is being used in as far as it is possible[41]:

The six strategic objectives of NSDS II, 2016-2020 are as follows:
- To strengthen the civil registration system, administrative records, surveys, and other sources of data.
- To improve quality, dissemination of statistics and public statistical literacy.
- To improve statistical advocacy and integrate use of statistics in decision-making.
- To develop capacities within National Statistical System (NSS);
- To consolidate coordination within NSS; and
- To improve resources mobilization and build strategic partnerships.

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the following: **statistical capacity, enabling environment**, and **statistical production** as well as **coordinating mechanisms**, and the **use of gender statistics, including recommendations for improvement in the upcoming NSDS III**.

Please complete this short questionnaire electronically and submit to ZIMSTATS Messrs G.T. Matsinde *(gmatsinde@zimstat.co.zw/0777499872* and T.E. Mwadiwa *(tmwadiwa@gmail.com/0773169839)*, copied to Gender Statistics Expert - J. Malaba *(joycemalaba@gmail.com/cell : 0777045950)*

Name of Respondent ....

Official Position/Designation ....

Organization: ....

Sex: Female ☐   Male ☐ **(Please Tick)**

Email: ....

Cellphone ....

Telephone: ....: Date / /....../ / November, 2020

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[41] Paris21 and UN Women (2020); Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines

SELECTED GENDER CONCEPTS

Gender: Refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed, and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures".

Gender statistics: Are defined by the sum of the following characteristics: a) data are collected and presented by sex as a primary and overall classification; b) data reflect gender issues; c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and d) data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data (UN, 2016b).

Sex-disaggregated data are data on individuals differentiated by sex. They are collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex-disaggregated data have the capacity to reveal differences in the lives of women and men that result from gender roles and expectations.

Gender indicators: Serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions, and feelings) (EIGE, 2015).

Gender mainstreaming: In a national statistical system includes activities that aim to apply gender perspective holistically at all stages of data production, statistical coordination, communication, and statistics use.

A National Strategy for the Development of Statistics is a country's plan for developing statistical capacity across the entire national statistical system (NSS). Such a strategy sets out a vision of where the NSS should be over a five- to ten-year timeline and a roadmap for achieving this goal. It also presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a coordinated, synergistic, and efficient manner. Furthermore, it provides both a framework for mobilizing, harnessing, and leveraging national and international resources as well as a basis for an effective and results-oriented strategic management of the National Statistical System.

Source: Paris21 and UN Women, 2020; Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.

GENDER STATISTICS PRODUCTION, USE , POLICY AND RECOMMENDATIONS

1. Have you used gender statistics produced by ZIMSTAT/ministries/ other agencies in the last 5 years, NSDS period 2016-2020)?

Select one answer

☐ Yes. Please describe the pur-
pose……………………………………………………………………………………. **(then go to Question 1a)**.

☐ No **(then proceed to Question 6)**

a) How often do you use gender statistics?

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

Select all that apply

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

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

☐ Monitoring of existing government policies, for example: ………………………………………………
………

☐ Highlight gender issues, for example: ……………………………………………………………………………
……………………………………………………………………………………………………

☐ Targeting beneficiaries of programmes, for example: ………………………………………………………
……

☐ Research purposes, for example: …………………………………………………………………………………………
………………………………………………………………

☐ Other, specify: ………
………………………………………………………

☐ I rarely use gender statistics. Why?

Select all that apply

☐ They are not relevant to my work.

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

☐ They are not reliable.

☐ They are not thoroughly explained in available reports.

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

☐ Other, please specify: ………………………………………………………………………………………………………
……………………………………………………………

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

☐ ZIMSTAT or other office of the government

☐ International organizations

☐ Media

☐ Other, please specify: ………………………………………………………………………………………………………
……………………………………………………………

2. Please provide an example of the successful use of gender statistics and the impact it created:

....

....

3. Only for Organizations/companies that collect gender-specific data: please indicate whether your Organization collects gender-specific information:

Topic: ....

....

Frequency: ....

....

Geographical coverage: ....

....

Other characteristics: ....

....

4. Are there any particular topics/subjects that are currently published that require more coverage in terms of gender statistics?

? Please specify

☐ ....

....

5. How would you rate the available gender statistics in the country, in the past 5 years, 2016 -2020, in terms of (with 5 as the best score):

Please put an "X" under the selected score

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

6. In your opinion, what are the most important gender issues/problems in Zimbabwe, which are related to the mandate of your institution, that need further exploration in terms of data collection or communication?

Gender Issues/problems related to mandate of your institution ....

....

....

Other gender issues/problems

……

……………………………………………………………

7. Did you or a representative from your institution participate in a training on gen-
der or on gender statistics in the past 5 years? 2016 -2025

☐ Yes, please specify the topic: ……………………………………………………………………………………………

……………………………………………………………

☐ No

8. Would it be beneficial for your organization for you or a representative from your
institution to attend a training on understanding gender statistics?

☐ Yes, we will appreciate an invitation.

☐ No. Please explain why: ………………………………………………………………………………………………

…………………………………………………………

9. Which topic relating to gender statistics would you like to learn about:

Select all that apply

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

……

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

……

……………………………

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

……

………………………………

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

……

…………………………………………

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

……

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

……

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

………

10. Did you participate in a workshop on gender or on gender statistics in the past 5
years? 2016 -2025

☐ Yes, please specify the title of the workshop: …………………………………………………………………

…………………………………………………………………………

☐ No

11. Would you or your staff be interested to attend a dissemination forum on gender
statistics organized by the ZIMSTAT following a release of data?

☐ Yes, we would appreciate an invitation.

☐ No, it is not relevant to our work

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

13. What were the last gender statistics that you quoted or referred to at work in the past 5 years?
Please provide examples: ………………………………………………………………………………………………………
………………………………………………………………………………………….

14. Which presentation of gender statistics do you find the most useful for your work?
Select all that apply
☐ Graphs/infographics
☐ Reports/articles
☐ Videos
☐ Press conference/fora
☐ Others. Please specify: ……
………………………………………………………………………………………….

15. Does your organization see Gender Equality and Women's Empowerment gender equality as a policy priority?

☐ No.Indicate why?………
………………………………….

☐ Yes.Specify ……
………………………………

16. What challenges and constraints do you face in your organization with regards to gender mainstreaming in planning, programming, policy formulation and monitoring and evaluation?
…….

17. What should be done to improve availability, accessibility and use of gender statistics in your organization?
………

18. Any Other Comments with Regards to Collection, Analysis, Dissemination, Training, of Gender Statistics and Gender Mainstreaming with regards to your institution Mandate:
………

Thank you for your participation!

Annex A1.6: INSTRUMENT 5: Development Partners

ASSESSMENT OF THE NATIONAL STRATEGY FOR THE DEVELOPMENT OF STATISTICS (NSDS) II IN ZIMBABWE, 2016 to 2020, FROM A GENDER PERSPECTIVE

Respondents: Development Partners

An Assessment of the Zimbabwe NSDS II, 2016 - 2020, from a gender perspective is being conducted by UN Women in collaboration with the Zimbabwe National Statistics Agency (ZIMSTAT), to feed into the development of NSDS III. The 2020 Paris21 and UN Women, framework, and implementation guidelines for assessing data and statistical capacity gaps for better gender statistics is being used as far as is possible[42].

The six strategic objectives of the NSDS II, 2016-2020 are as follows:
- To strengthen the civil registration system, administrative records, surveys, and other sources of data.
- To improve quality, dissemination of statistics and public statistical literacy.
- To improve statistical advocacy and integrate use of statistics in decision-making.
- To develop capacities within National Statistical System (NSS);
- To consolidate coordination within NSS; and
- To improve resources mobilization and build strategic partnerships.

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the following: **statistical capacity, enabling environment**, and **statistical production** as well as **coordinating mechanisms**, and the **use of gender statistics, including recommendations for improvement in the upcoming NSDS III**. **As a development partner please clearly indicate the areas where you can provide technical and financial support, in the upcoming NSDS III, 2021-2025.**

Please complete this short questionnaire electronically and submit to ZIMSTAT Messrs G.T. Matsinde *(gmatsinde@zimstat.co.zw/0777499872* and T.E. Mwadiwa *(tmwadiwa@gmail.com/0773169839)*, copied to Consultant - J. Malaba *(joycemalaba@gmail.com/cell : 0777045950)* by 13 November 2020.

Name of Respondent ....

Official Position/Designation ....

Organization: ....

Sex: Female ☐   Male ☐ **(Please Tick)**

Email: ....

Cellphone ....

Telephone: ....: Date / /....../ / November, 2020

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[42] Paris21 and UN Women (2020); Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines

SELECTED GENDER CONCEPTS

Gender: Refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures".

Gender statistics: Are defined by the sum of the following characteristics: a) data are collected and presented by sex as a primary and overall classification; b) data reflect gender issues; c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and d) data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data (UN, 2016b).

Sex-disaggregated data are data on individuals differentiated by sex. They are collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex-disaggregated data have the capacity to reveal differences in the lives of women and men that result from gender roles and expectations.

Gender indicators: Serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions, and feelings) (EIGE, 2015).

Gender mainstreaming: In a national statistical system includes activities that aim to apply gender perspective holistically at all stages of data production, statistical coordination, communication, and statistics use.

A National Strategy for the Development of Statistics is a country's plan for developing statistical capacity across the entire national statistical system (NSS). Such a strategy sets out a vision of where the NSS should be over a five- to ten-year timeline and a roadmap for achieving this goal. It also presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a co-ordinated, synergistic, and efficient manner. Furthermore, it provides both a framework for mobilizing, harnessing, and leveraging national and international resources as well as a basis for an effective and results-oriented strategic management of the National Statistical System.

Source: Paris21 and UN Women, 2020; Assessing Data and Statistical Capacity Gaps for Better Gender Statistics: Framework and Implementation Guidelines.

GENDER STATISTICS PRODUCTION, USE, POLICY AND SUPPORT

19. Have you used gender statistics produced by ZIMSTAT/ministries/ other agencies in the last 5 years, NSDS period 2016-2020)?

Select one answer

☐ Yes. Please describe the purpose ....

.... **(then go to Question 1a)**.

☐ **No (then proceed to Question 6)**

a) How often do you use gender statistics?

☐ I often use gender statistics produced by ZIMSTAT. I use them for:

Select all that apply

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

....

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

....

....

    ☐ Monitoring of existing government policies, for example: ....

....

    ☐ Highlight gender issues, for example: ....

....

    ☐ Targeting beneficiaries of programmes, for example: ....

....

    ☐ Research purposes, for example: ....

....

    ☐ Other, specify: ....

....

☐ I rarely use gender statistics. Why?

Select all that apply

    ☐ They are not relevant to my work.

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

    ☐ They are not reliable.

    ☐ They are not thoroughly explained in available reports.

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

    ☐ Other, please specify: ....

....

b) Where do you get the gender statistics that you use? (Select all that apply)

    ☐ ZIMSTAT

    ☐ Other Government Ministry or Department

    ☐ International organizations

    ☐ Media

    ☐ Other, please specify: ....

....

20. Please provide an example of the successful use of gender statistics and the impact it created:

....

....

21. Are there any particular topics/subjects that are currently published that require more coverage in terms of gender statistics?
Please specify.

☐

....

....

22. How would you rate the available gender statistics **(which relate to your mandate)** in the country, in the past 5 years, 2016 -2020, in terms of (with 5 as the best score):
Please put an "X" under the selected score

Characteristic	Definition Rating 1, 2, 3, 4, 5				
	1	2	3	4	5
Relevance: The available gender statistics can serve as useful input for planning and policymaking.	☐	☐	☐	☐	☐
Accuracy: The available gender statistics reflect the true situation of women and men in the country.	☐	☐	☐	☐	☐
Timeliness: The frequency and timing of gender statistics and its release are just in time for planning and policy purposes	☐	☐	☐	☐	☐
Accessibility: Gender statistics are easily accessible from websites or publications	☐	☐	☐	☐	☐
User-friendliness: The available reports or press releases on gender statistics are understandable.	☐	☐	☐	☐	☐
Coherence: Coherence of statistics is their adequacy to be reliably combined in different ways and for various uses. The coherence of statistical information reflects the degree to which it can be successfully brought together with other statistical information within a broad analytic framework and over time.	☐	☐	☐	☐	☐

Please elaborate on the characteristics and give examples:

Relevance: ....

....

....

Accuracy

....

....

....

Timeliness

....
....
....

Accessibility

....
....
....

User-friendliness

....
....
....

Coherence

....
....
....
....

23. In your opinion, what are the most important gender issues/problems in Zimbabwe, which are related to the mandate of your institution, that need further exploration in terms of data collection or communication?

Gender Issues/problems related to mandate of your institution ……………………………………
....
Other gender issues/problems

....
…………………………………………………………

5a. With regards to your area of work, what are the gender issues whose related data are outdated or have never been collected in the country?

....
…………………………………………………………

24. Did you or a representative from your institution participate in a training on gender or on gender statistics in the past 5 years? 2016 -2020
☐ Yes, please specify the topic and time. Was it **local, regional or global?** ………………
....
………………………………………
☐ No

25. Would it be beneficial for your organization for you or a representative from your institution to attend a training on understanding gender statistics?
☐ Yes, we will appreciate an invitation.
☐ No. Please explain why: ……………………………………………………………………………………
………………………………………………………

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

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

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

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

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

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

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

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

27. Did you participate in a workshop on gender or on gender statistics in the past 5 years? 2016 -2020

☐ Yes, please specify the title of the workshop. Was it **local, regional, or global?** :…..
………
……………………………………………

☐ No

28. Would you or your staff be interested to attend a dissemination forum on gender statistics organized by the ZIMSTAT following a release of data?

☐ Yes, we would appreciate an invitation.

☐ No, it is not relevant to our work

29. Would you like to receive regular information from the ZIMSTAT on new releases of gender statistics?

☐ Yes, I/my office will appreciate the information.

☐ No, it is not relevant to our work

30. What were the last gender statistics that you quoted or referred to at work in the past 5 years, 2016-2020?

Please provide examples: ……………………………………………………………………………………………
……………………………………………………………………………………

31. Which presentation of gender statistics do you find the most useful for your work?

Select all that apply

☐ Graphs/infographics

☐ Reports/articles
☐ Videos
☐ Press conference/fora
☐ Others. Please specify: ....
....

32. Does your organization see Gender Equality and Women's Empowerment as a policy priority?

☐ No.Indicate why?...
....

☐ Yes.Specify ....
....

33. What challenges and constraints do you face in your organization with regards to gender mainstreaming in planning, programming, policy formulation and monitoring and evaluation?

....

34. What should be done to improve availability, accessibility and use of gender statistics in your organization?

....

35. **In which areas of Gender Statistics/ Gender mainstreaming did your organization provide technical and financial support to the National Statistical System in the NSDS II, 2016 -2020 era? Please specify the area, to which organization and when?**

....

36. **As a Development Partner, which areas of Gender Statistics/ Gender mainstreaming can you possibly offer technical and financial support in the upcoming NSDS III, 2021-2025? Please specify:**

....

37. What is your assessment of the Zimbabwe National Statistical System Institutional and Technical Capacity with regards to gender mainstreaming in the production of Statistics?
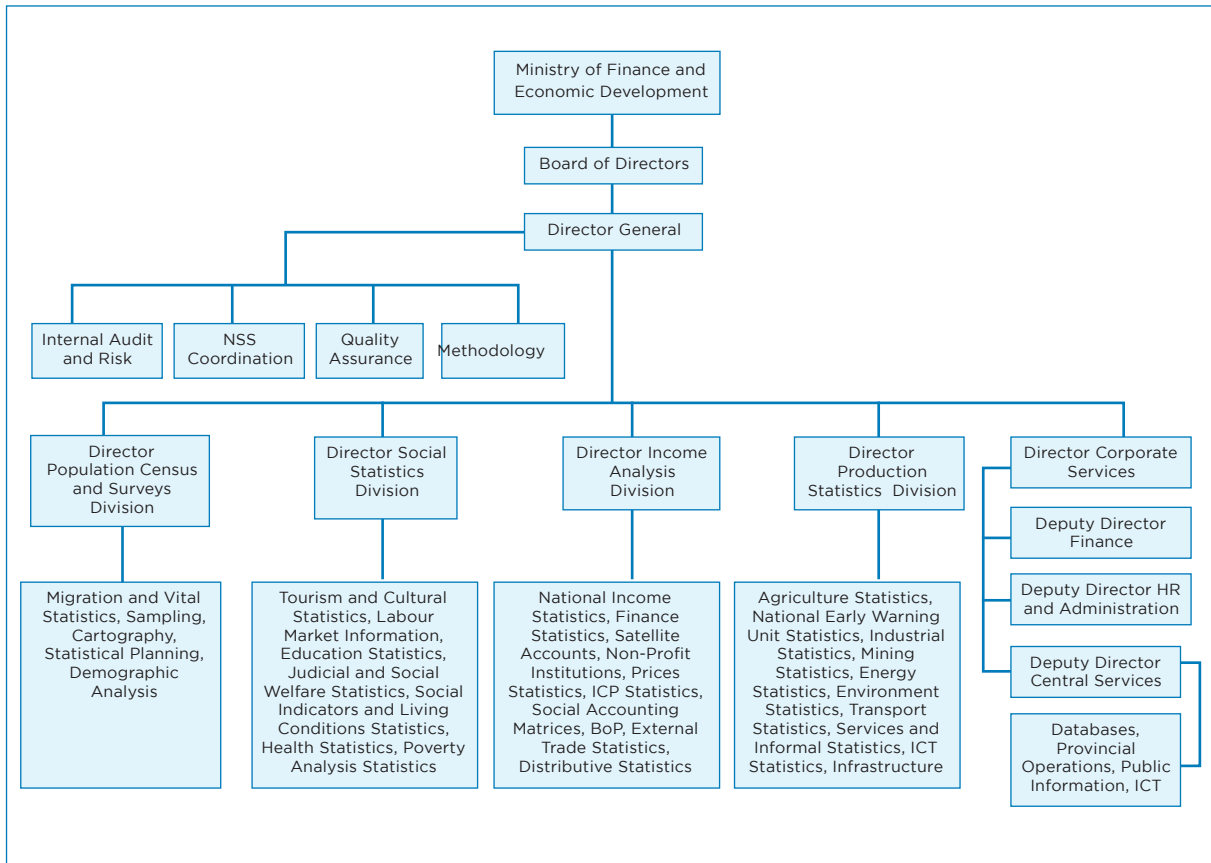**Institutional Capacity** ....
....

Technical capacity ....
....

38. Any Other Comments with Regards to Collection, Analysis, Dissemination, Training, of Gender Statistics and Gender Mainstreaming with regards to your institution Mandate:

....

Thank you for your participation!

Annex Figure 1.1: ZIMSTAT Organogram


```
Ministry of Finance and Economic Development
        │
  Board of Directors
        │
  Director General
        │
  ┌──────┬──────────┬──────────┬──────────┐
Internal Audit   NSS      Quality    Methodology
and Risk    Coordination  Assurance
```

Director Population Census and Surveys Division	Director Social Statistics Division	Director Income Analysis Division	Director Production Statistics Division	Director Corporate Services
				Deputy Director Finance
				Deputy Director HR and Administration
				Deputy Director Central Services
Migration and Vital Statistics, Sampling, Cartography, Statistical Planning, Demographic Analysis	Tourism and Cultural Statistics, Labour Market Information, Education Statistics, Judicial and Social Welfare Statistics, Social Indicators and Living Conditions Statistics, Health Statistics, Poverty Analysis Statistics	National Income Statistics, Finance Statistics, Satellite Accounts, Non-Profit Institutions, Prices Statistics, ICP Statistics, Social Accounting Matrices, BoP, External Trade Statistics, Distributive Statistics	Agriculture Statistics, National Early Warning Unit Statistics, Industrial Statistics, Mining Statistics, Energy Statistics, Environment Statistics, Transport Statistics, Services and Informal Statistics, ICT Statistics, Infrastructure	Databases, Provincial Operations, Public Information, ICT

Annex Table A2.1: NSDS II Strategic Objective 1: Strengthen civil registration system, administrative records, surveys and censuses and other sources of data: Activities Which Require Gender Mainstreaming by Main Responsible Stakeholder, Partner, Whether Activity was Done or Not, Whether Gender Mainstreaming was Done or Not and Data Gaps

Strategic Objective 1: Strengthen civil registration system, administrative records, surveys and censuses and other sources of data						
Strategy	**Activity**	**Main Responsible**	**Partners**	**Whether Activity was done or not**	**Whether Gender Main-streamed or not**	**Comments**
Strategy 1.1	**Strengthen administrative records and statistics**					
1	Compile Exit Cards for Tourism	ZIMSTAT	Depart-ment of Immigra-tion	No	Yes	Funding challenges
2	Training for Justice, Crime So-cial Welfare Statistics (JCSWS)	ZIMSTAT	MoJLPA	No		
Strategy 1.2	**Strengthen surveys, censuses and other sources of data**					
1	Conduct National Income Survey	ZIMSTAT		Yes, 2019	No.	Employees and earnings needs be disaggregated by sex
2	Compile Gross Domestic Product Statistics	ZIMSTAT		Yes, 2019	No.	GDP is not disag-gregated by sex. Unpaid care and other domestic work to be part of national accounts
7	Conduct Poverty Mapping	ZIMSTAT		Yes, 2017	Yes	Data is sex disag-gregated
10	Conduct PICES Sur-vey	ZIMSTAT		Yes, 2017	Yes, Partly	Poverty is calculat-ed by sex of head of household – the agriculture part not gender main-streamed enough
15	Conduct Rent and Domestic Workers' Survey	ZIMSTAT		Yes, 2020	No	Domestic Workers Salary can be sex disaggregated
28	Conduct Finscope Consumer Survey	ZIMSTAT	MOFED	No		Funding Challenges

29	Conduct Finscope Small Business Survey	ZIMSTAT	MOFED	No		Funding Challenges
32	Conduct Informal Cross Border Trade Survey	ZIMSTAT		Ongoing	Yes, Partly	Ongoing affected by COVID-19
35	Conduct Agriculture and Livestock Survey (ALS)	ZIMSTAT		Yes, 2017	Yes, Partly	Ownership of land and agricultural assets is collected but not following the required standards. Data is analyzed by sex of head of household for communal lands
37 to 41 Censuses						These censuses have never been done but it would be interesting to get the ownership by sex. Indication of Involvement of women in the economy.
37	Conduct Census of Communal Land Irrigation Schemes (CLIS)	ZIMSTAT		No, lack funding		''
38	Conduct Census of Registered Butchers	ZIMSTAT		No, lack of funding		''
39	Conduct Census of Hides and Skins Availability and Tanneries	ZIMSTAT		No, lack of funding		''
40	Conduct Census of Registered Poultry Producers	ZIMSTAT		No, lack of funding		''
41	Conduct Census of Registered Deciduous Fruit Growers (DFG)	ZIMSTAT		No, lack of funding		''

43	Compile Environment Statistics	ZIMSTAT	Environment, Climate Change, Tourism, and International Trade (MoEC-CT&IT)	Yes, 2020	No	Statistics are collected at institution level such as a Local Authority. It will be important to know the sex distribution of people making important environmental management, such as waste disposal, at institution level. This is important in understanding the nexus between women and the environment.
47	Compile Informal Sector Statistics	ZIMSTAT	MoPSLSW	Yes, partly	Yes	Some of it is in the 2019 LFCLS However, there is need to conduct a fully-fledged Informal Sector Survey.
49	Conduct Census of Services	ZIMSTAT		No		It will be interesting to understand sex distribution of persons owning institutions providing services in the country. Again, this is important information needed for understanding the involvement of women in the economy.
50	Conduct ICT Access by Households and Use by Individuals	ZIMSTAT	POTRAZ	Yes, 2020	Yes	Survey currently underway and it is sex disaggregated. To make sure gender is mainstreamed in analysis
54	Compile Road Accident Statistics	ZIMSTAT	Ministry of Transport and Infrastructural Development (MoTID)	Yes, 2020	No	Data is not disaggregated by sex. Important to know from a gender perspective will be the victims of RTA by sex and also sex of the driver at fault
58	Conduct Census of Transport Services	ZIMSTAT	MoTID	Yes, 2020	No	Data is not disaggregated by sex. Participation in this sector by gender. Important statistics for understanding the participation of women in the economy.

59	Conduct Visitor Exit Survey for Tourism	ZIMSTAT	MoEC-CT&IT	Yes, 2015/16	Yes.	Most of the indicators are sex disaggregated. However, statistics produced thereof pertains to non-Zimbabweans and Zimbabwean who are who are resident outside the country.
60	Conduct Culture Statistics Survey	ZIMSTAT	MoSAC	No		Important to know is the participation of women in the culture industry. Their contribution to the industry hence understanding more on women and the economy.
61	Conduct Menstrual and Hygiene Survey	ZIMSTAT	MoHCC	No		There was no funding to conduct the survey
62	Conduct Multiple Indicator Cluster Survey	ZIMSTAT		Yes, 2019	Yes	Data is analyzed by sex, and most importantly disability as a variable is included in the data. Gender is mainstreamed in the implementation of the survey including at data collection
63	Conduct Quarterly Employment Inquiry (QEI)	ZIMSTAT		Yes, 2020	Yes, partly	Earnings need to be sex disaggregated
64	Conduct Labour Force and Child Labour Survey	ZIMSTAT	MoPSLSW	Yes, 2019	Yes.	Most of the indicators are sex disaggregated. Ver well gender mainstreamed analysis published. However disability was not included in analysis of employment and unemployment indicators yet it was collected in the survey.
65	Conduct rural WASH survey	ZIMSTAT	Ministry of Environment, Water and Climate (MoEW-CC)	Yes, 2017	Yes.	The shortcoming of this survey is that data collected at household level and analysis can be done by sex head of household only. Access to WASH facilities by people living with disabilities collected

66	Conduct urban WASH survey	ZIMSTAT	MoEWCC	No		The shortcoming of this survey is that data collected at household level and analysis can be done by sex head of household only. Survey no conducted because of financial constraints
67	Data Collection for Living Standards Survey (LSS)	ZIMSTAT	MoPSLSW	No		Data not collected due to financial constraints. The data collection tool allows for collection of data at individual level as well as at household level.
68	Compile Women and Men Statistics	ZIMSTAT		Yes, 2019	Yes	This is specifically gender related
69	Compile Education Statistics Report	ZIMSTAT	MoPSE MoHTE & STD	Yes, 2017	Yes	This is a gender related publication and most of thedata contained is sex disaggregated. However, other Government institutions involved in education and training are providing data that is not sex disaggregated for some training programmes
72	Produce Gender Fact Sheet MICS	ZIMSTAT		Yes, 2019	Yes	This is specifically a gender related publication
73	Produce Gender Fact Sheet LCLS	ZIMSTAT		No		This is a gender related publication and plans are underway to produce a fact sheet for 2019 LFCLS.
74	Conduct Time use Survey	ZIMSTAT		No		No funding for the survey
75	Conduct the Non Communicable Disease Survey	ZIMSTAT	MoHCC	No		No funding for the survey
76	Conduct Inter-Censal Demographic Survey (ICDS)	ZIMSTAT		Yes, 2017	Yes, indicators are sex disaggregated	For Household characteristics, data is analyzed by sex of head of household

77	Conduct the Zimbabwe Demographic Health Survey	ZIMSTAT		No		Gender is mainstreamed in the implementation of the survey including at data collection and analysis stages.
Strategy 1.3	**Strengthened processes concerning data capture and production**					
4	Coding of civil registration data	ZIMSTAT		Yes, ongoing	Yes	Data is sex disaggregated. However, not enough data has been collected to make meaningful analysis

Annex Table A2.2: NSDS II Strategic Objective 2: Improve quality and dissemination of statistics and public statistical literacy: Activities Which Require Gender Mainstreaming by Main Responsible Stakeholder, Partner, Whether Activity was Done or Not, Whether Gender Mainstreaming was Done or Not and Data Gaps.

Strategic Objective 2: Improve quality and dissemination of statistics and public statistical literacy						
Strategy	**Activity**	**Main Re-sponsible**	**Partners**	**Whether Activity was done or not**	**Whether Gender Main-streamed or not**	**Comments**
Strategy 2.2	**Improve the dissemination of Statistical data and basic public statistical literacy**					
1	Printing of Reports for Tourism and Culture Statistics	ZIMSTAT		Yes, partly	Yes, partly	Only Migration Statistics Reports were produced, and some tables contain sex disaggregated data.
2	Compile Nation-al Health Profile	ZIMSTAT	MoHCC	Yes, 2020	Yes,	Indicators are sex disaggregated
3	Dissemi-nation of ZIMDAT	ZIMSTAT		Yes, Con-tinuous	Yes,	ZIMDAT was last used in 2018, after which the Africa In-formation Highway Online Data Portal has been used. All available SDG 5 gender indicators are available on the portal.
4	Dissem-ination of ZDHS 2015/2016	ZIMSTAT		Yes, 2017	Yes,	SDG5 and other gender related indi-cators are dissemi-nated
5	Pover-ty Report Production and Related Workshops	ZIMSTAT		Yes, 2018	Yes,partly	Results are mainly presented by sex of head of household.
6	Dissem-ination Workshops for Poverty Results.			Yes, 2020	Yes,	Gender Related indicators in the report were also disseminated

Annex Table A2.3: NSDS II Strategic Objective3: Improve quality and dissemination of statistics and public statistical literacy: Activities Which Require Gender Mainstreaming by Main Responsible Stakeholder, Partner, Whether Activity was Done or Not, Whether Gender Mainstreaming was Done or Not and Data Gaps.

Strategic Objective 3: Improve statistical advocacy and integrate use of statistics in decision-making						
Strategy	Activity	Main Responsible	Partners	Whether Activity was done or not	Whether Gender Mainstreamed or not	Comments
Strategy 3.1	Setting a statistical agenda with policy and decision makers					
1	Conduct Tourism, Culture and Migration Committee meetings	ZIMSTAT		No		
2	Conduct Stakeholder Meetings for LMIS	ZIMSTAT		Yes, 2018-19	Yes	Committee meetings held mainly during preparations of the 2019 LFCLS
3	Conduct Education Statistics Committee meetings	ZIMSTAT		No		
4	Conduct Gender Statistics committee meetings	ZIMSTAT		Yes, 2020	Yes	Committee resuscitated in 2020
5	Conduct Environment Statistics committee meetings	ZIMSTAT		Yes	No	Data for environment statistics is collected at institution level such as local authority hence no gender mainstreaming
Strategy 3.2	Strengthen Engagements with data users					
1.	Commemoration of the Africa Statistics Day			No		Funding challenges
	Conduct User Producer workshop	ZIMSTAT		Yes, 2020	Yes	A session was dedicated to gender statistics

2.	Participating in the Zimbabwe International Trade Fair	ZIMSTAT		Yes, 2019	Yes	Products of the Gender and Education Statistics Department were showcased together with other Agency products

Annex Table A2.4: Comparing the 2015 ZDHS and 2019 MICS Surveys Contents, Zimbabwe

Subject	2015 ZDHS	2019 MICS
Housing Characteristics and Household Population	Yes	Yes
Drinking Water Sources and Treatment	Yes	Yes
Sanitation Facilities and Waste Disposal	Yes	Yes
Exposure to Smoke Inside the Home and Other Housing Characteristics	Yes	Yes
Household Wealth	Yes	Yes
Hand Washing	Yes	Yes
Birth Registration	Yes	Yes
Children's Living Arrangements, School Attendance, and Parental Survival	Yes	Yes
Education	Yes	Yes
Educational Attainment	Yes	Yes
School Attendance	Yes	Yes
Education and Literacy	Yes	Yes
Exposure to Mass Media and Internet Usage	Yes	Yes
Employment Status	Yes	No
Occupation	Yes	Yes
Health Insurance Coverage	Yes	Yes
Tobacco Use	Yes	No
Marriage and Sexual Activity	Yes	Yes
Fertility	Yes	Yes
Fertility Preferences	Yes	No
Family Planning	Yes	No
Infant and Child Mortality	Yes	Yes
Maternal Health Care	Yes	Yes
Child Health	Yes	Yes
Nutrition Of Children And Adults	Yes	Yes
Malaria	Yes	Yes
HIV/Aids-Related Knowledge, Attitudes, and Behavior	Yes	Yes
HIV Prevalence	Yes	No
Women's Empowerment	Yes	No
Domestic Violence	Yes	Yes
Adult and Maternal Mortality	Yes	Yes
Social Protection	No	Yes
Victimization	No	Yes
Child Labor	No	Yes
Disability	No	Yes
Salt Iodization	Yes	Yes
Life Satisfaction	No	Yes
Child Labor	No	Yes
Child Discipline	No	Yes
Foundational Learning Skills	No	Yes

Annex Table A3.1: The 54 Gender-Specific SDGs Indicators Selected by the UN Women, by Tier, Value, Year, Source and Comment, Zimbabwe 2020

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)	Value	Year	Source	Comment
SDG 1: End poverty in all its forms everywhere						
1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $1.25 a day	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	Tier I	M=29.4 F=29.3 T=29.4	2017	PICES	Available
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.1 Proportion of population living below the national poverty line, by sex and age	Tier I	M=70.5 F=70.7 T=70.5	2017	PICES	Available
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	Tier II	90.1% Children 0-17 Years in at least one poverty dimension	2014		Partly available. No other Disaggregation
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	Tier II	40.4	2019	MICS	Partly available. Data is for national level only. No other disaggregation
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure	Tier II				Yet to be calculated. Data was collected in the 2019 LFCLS

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)	Value	Year	Source	Comment
1.b Create sound policy frameworks at the national, region-al, and international levels, based on pro-poor and gender sensitive develop-ment strategies, to support accelerated investment in poverty eradication actions services, markets and opportunities for val-ue addition and non-farm employment	1.b.1 Proportion of government recurrent and capital spending to sectors that dispro-portionately benefit women, the poor and vulnerable groups	Tier III				Not Available
SDG2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture						
2.3 By 2030, double the agricultural pro-ductivity and incomes of small-scale food producers, in partic-ular women, indige-nous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial	2.3.2 Average income of small-scale food producers, by sex and indigenous status	Tier II				Not Available
SDG3: Ensure healthy lives and promote well-being for all at all ages						
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	3.1.1 Maternal mortality ratio	Tier I	462 per 100,000 births	2019	MICS	Available
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	3.1.2 Proportion of births attended by skilled health person-nel	Tier I	86	2019	MICS	Available
3.3 By 2030, end the epidemics of AIDS, tuberculosis, ma-laria and neglected tropical diseases and combat hepatitis, waterborne diseases, and other communi-cable diseases	3.3.1 Number of new HIV infections per 1,000 uninfected pop-ulation, by sex, age and key populations	Tier I			MoHCC	Available. Can be obtained from AIDS and TB Unit
3.7 By 2030, ensure universal access to sexual and repro-ductive health-care services, including for family planning, information and education, and the integration of repro-ductive health into national strategies and programmes	3.7.1 Proportion of women of repro-ductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods	Tier I	85	2015	ZDHS	Available

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019	Value	Year	Source	Comment
3.7 By 2030, ensure universal access to sexual and repro-ductive health-care services, including for family planning, information and education, and the integration of repro-ductive health into national strategies and programmes	3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	Tier I	108	2019	MICS	Available
3.8 Achieve univer-sal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality, and affordable essential medicines and vac-cines for all	3.8.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer inter-ventions that include reproductive, ma-ternal, newborn and child health, infectious diseases, non-com-municable diseases and service capacity and access, among the general and the most disadvantaged population)	Tier I	93.3	2019	MICS	ANC Coverage Available

SDG4: Ensure inclusive and equitable education and promote lifelong learning opportunities for all

Goals and Targets	Indicators	Tier Classification	Value	Year	Source	Comment
4.1 By 2030, ensure that all girls and boys complete free, equi-table and quality pri-mary and secondary education leading to relevant and effective learning outcomes	4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower second-ary achieving at least a minimum proficien-cy level in (i) reading and (ii) mathematics, by sex	Tier II	Reading Grade2/3 = 19.6 Grade 7 = 76.7 Form 4 = 90.2 Math-ematics Grade 2/3 = 5.1 Grade 7 = 52.3	2019	MICS	Available
4.2 By 2030, ensure that all girls and boys have access to quality early childhood de-velopment, care, and pre-primary educa-tion so that they are ready for primary education	4.2.1 Proportion of children under 5 years of age who are devel-opmentally on track in health, learning and psychosocial well-be-ing, by sex	Tier II/III	70.8	2019	MICS	Available
4.2 By 2030, ensure that all girls and boys have access to quality early childhood de-velopment, care, and pre-primary educa-tion so that they are ready for primary education	4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex	Tier I	81	2019	MICS	Available

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)	Value	Year	Source	Comment
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	Tier II				Not Available
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations	4.5.1 Parity indices (female/male, rural/urban, bottom/ top wealth quintile, and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	Tier I/II/III depending on indice		2019	MoPSE /MICS	Available for female/ male; rural/ urban, wealth, disability status
4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex	Tier II	94.3	2017	ICDS	Available Proxy for literacy
4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development	4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment	Tier III				Not Available
4.a Build and upgrade education facilities that are child, disability, and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)	Tier II	Computers for Learners Primary = 45.7% Secondary = 61.6% Internet Primary = 26.3% Secondary = 42.8%	2019	MoPSE	Available

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019	Value	Year	Source	Comment
SDG5: Achieve gender equality and empower all women and girls						
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and nondis-crimination on the basis of sex	Tier II				Available
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ev-er-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	Tier II	28.7%	2019	MICS	Partly available Proxy indica-tor, but this is for women 15-49 and not 15 years+ as required by our indicator
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an inti-mate partner in the previous 12 months, by age and place of occurrence	Tier II				Not available
5.3 Eliminate all harm-ful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	Tier I	Before 15=5.4% Before 18=33.7%	2019	MICS	Available
5.3 Eliminate all harm-ful practices, such as child, early and forced marriage and female genital mutilation	5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cut-ting, by age	Tier I				Not Applicable
5.4 Recognize and value unpaid care and domestic work through the provision of public services, in-frastructure and social protection policies and the promotion of shared responsibility within the household and the family as na-tionally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age, and location	Tier II				Not Available
5.5 Ensure women's full and effective par-ticipation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	5.5.1 Proportion of seats held by women in national parliaments and local govern-ments	Tier I (a)/ Tier II (b)	Lower House=31.5 Upper House =43.8	2019	Women and Men Report	Available

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)	Value	Year	Source	Comment
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	5.5.2 Proportion of women in managerial positions		33.7	2019	LFCLS	Available
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use, and reproductive health care	Tier II				Not Avaiable
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.2 Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information, and education	Tier II				Global Indicator
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws	5.a.1 (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	Tier II	(a) M=45.9 F=45.3 (b)56.4	2019	LFCLS	Available
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	Tier II				Available Guaranteed in Zimbabwe

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019	Value	Year	Source	Comment
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by sex	Tier II	M=73 F=72	2019	MICS	Available
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Tier II				Global Indicator
SDG8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all						
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	8.3.1 Proportion of informal employment in non-agriculture employment, by sex	Tier II	38.9	2017	ICDS	Available Can also be tabulated from 2019 LFCLS
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age, and persons with disabilities	Tier II				Available
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.2 Unemployment rate, by sex, age, and persons with disabilities	Tier I	M=15.7 F=17.2 T=16.4	2019	LFCLS	Available

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)	Value	Year	Source	Comment
8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms	8.7.1 Proportion and number of children aged 517 years engaged in child labor, by sex and age	Tier II	M = 1.6 F = 0.8 T = 1.2	2019	LFCLS	Available
8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Tier II	0.05	2014	NSSA	Partly Available
8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.2 Increase in national compliance of labor rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	Tier II				
8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex	Tier III		2019	LFCLS	Available. Can be calculated from LFCLS
SDG10: Reduce inequality within and among countries						
10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, origin, religion or economic or other status	10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities race, ethnicity, origin, religion or economic or other status	Tier II				Not available but can be calculated from PICES
SDG12: Ensure sustainable consumption and production patterns						
11.2 By 2030, provide access to safe, affordable, accessible, and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons	11.2.1 Proportion of population that has convenient access to public transport, by sex, age, and persons with disabilities	Tier II				Not available

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)	Value	Year	Source	Comment
11.7 By 2030, provide universal access to safe, inclusive, and accessible, green, and public spaces, in particular for women and children, older persons and persons with disabilities	11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age, and persons with disabilities	Tier II				Not Available
11.7 By 2030, provide universal access to safe, inclusive, and accessible, green, and public spaces, in particular for women and children, older persons and persons with disabilities	11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months	Tier III	5.5% Among women 15-49 Years	2015		Partly Available. Not available by other disaggregations
SDG13: Take urgent action to combat climate change and its impacts						
13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth, and local and marginalized communities	13.b.1 Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology, and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth, and local and marginalized communities	Tier III				Not readily Available
SDG16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels						
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age	Tier I	73	2015	MoHA	Available
16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.2 Conflict-related deaths per 100,000 population, by sex, age, and cause	Tier II				Not Available
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age, and form of exploitation	Tier II	95	2015	MoHA	Available
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18	Tier II				Not available but can be calculated from ZDHS

Goals and Targets	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019	Value	Year	Source	Comment
16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels	16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions	Tier II	Perm Sec=36.4% Chief Director 24.6% Director=29.6% Deputy Director=28.9%	2019	ZIM-STAT	Available
16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels	16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability, and population group	Tier II				Not Available
SDG17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development						
17.8 Fully operationalize the technology bank and science, technology, and innovation capacity-building mechanism for least developed countries by 2017 and enhance the use of enabling technology, in particular information and communications technology	17.8.1 Proportion of individuals using the Internet	Tier I	M=35.7% F=27.1%	2019	ZIM-STAT	Available

Table A3.2: Statistics in the CEDAW Sixth periodic report submitted by Zimbabwe under article 18 of the Convention, due in 2016 by Period and Source

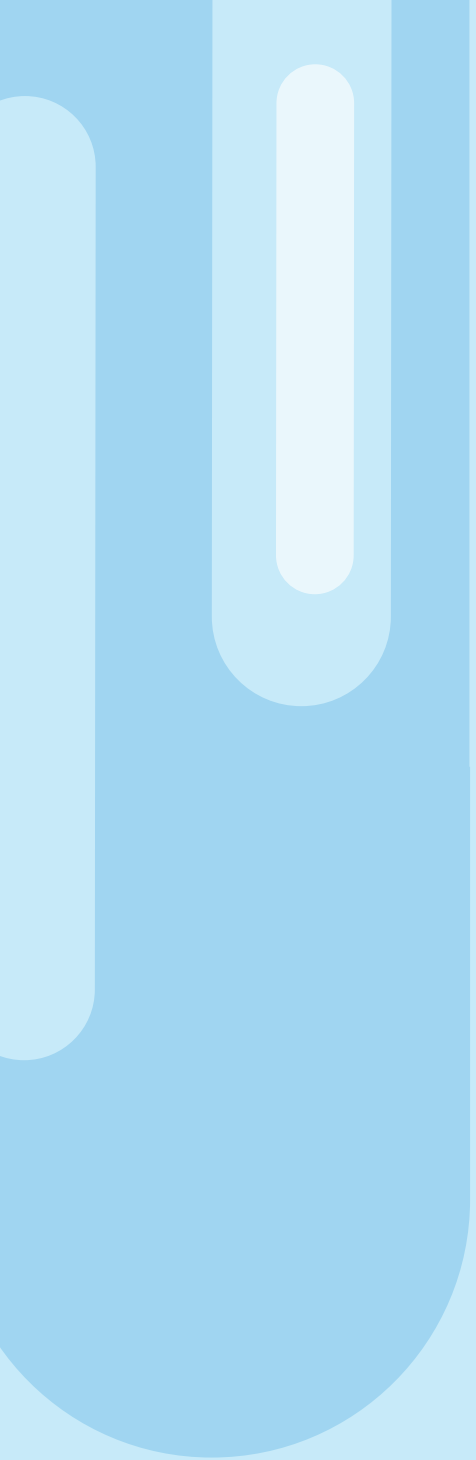| Indicator	Period	Source
1. Cases of GBV as reported to the Zimbabwe Republic Police (ZRP) and handled by the National Prosecution Authority (NPA) 2012-2016	2012-2016	ZRP
2. Number of reported rape cases, 2010–2015	2010-2015	ZRP
3. Number of domestic violence cases reported to the ZRP Victim Friendly Unit, 2012 to 2014	2012-2014	ZRP
4. Distribution of type of violence reported at Musasa Project for the period 2013 to 2015 -ZIMSTATS	2013-2015	ZIMSTAT
5. Distribution of women 15–49 years and men aged 15–54 years who agree that a husband is justified in beating a wife for specific reasons -MICS 2014	2014	MIC 2014
6. Distribution of women 15–49 who experienced physical violence in the last 12 months -ZDHS 2015	2015	ZDHS
7. Proportion of women in Ministerial positions 2010 to 2015 -Zimbabwe Parliament 2016	2010-2015	Parliament of Zimbabwe
8. Representation of women in Zimbabwe's Parliament and Senate, 2012-2015	2012-2015	Parliament of Zimbabwe
9. Personnel in decision-making positions in the Zimbabwe Prisons and Correctional Services by rank and sex; 2013, 2014 and 2015	2013, 2014 and 2015 -	ZIMSTAT
10. Distribution of positions in the judiciary by sex, 2013–2015	2013–2015	ZIMSTAT
11. Women in leadership in the Public Service, 2017	2017	PSC
12. Exposure to mass media by women aged 15–49 and men aged 15–54 years, 2014	2014	MICS
13. Zimbabwe papers editorial employees by designation and sex, 2013, 2014 and 2015	2013, 2014 and 2015	ZIMSTAT
14. Zimbabwe broadcasting holdings personnel by selected designations and sex as of 31 December 2015 -ZIMSTAT	2015	ZIMSTAT
15. Zimbabwe National Army (ZNA) Officers deployed in UN Missions, 2016	2016	ZNA
16. Deployment of female police officers in peace keeping missions ZRP 2016	2016	ZRP
17. Non-formal education enrolment, 2017	2017	MoPSE
18. Upper 6 enrolments under STEM 263 Initiative (2017)	2017	MoHTESTD
19. Enrolment at Gweru Poly-Technical College by field of study, 2011 to 2014	2011 to 2014	"
20. Enrolment at Harare Poly-Technical College by field of study, 2011 to 2013	2011 to 2013	"
21. Enrolment at Mutare Poly-Technical College by field of study, 2011 and 2014	2011 and 2014	"
22. Enrolment at Masvingo Poly-Technical College by field of study, 2011 to 2013	2011 to 2013	"
23. Enrolment at the University of Zimbabwe by field of study, 2011 and 2012	2011 and 2012	"
24. Enrolment at the National University of Science and Technology by field of study 2012 and 2014	2012 and 2014	"

Indicator	Period	Source
25. Enrolment at the Bindura University of Science Education by field of study, 2012 to 2014	2012 to 2014	"
26. Enrolment at the Midlands State University by field of study, 2011 to 2014	2011 to 2014	"
27. LFPR by age group and sex, 2011 and 2014	2014	LFCLS, 2014
28. Percent distribution of currently employed population aged 15 years and above by industrial sector and sex, 2014	2014	"
29. Percentage distribution of share of women in wage (paid) employment in the non-agriculture sector by industry, 2014	2014	"
30. Percent distribution of employed persons in the agricultural sector aged 15 years and above by status in employment and sex, 2014	2014	"
31. Distribution of health facilities by level and Province: 2014 -	2014	ZIMSTAT
32. Pregnant women, 15–49 years who received ANC from a trained provider - 2005/6, 2010/11 and 2014	2014	MICS 2014
33. Number of ANC visits and number of months pregnant at first ANC visit	2014	"
34. Women Aged 15–49 years by timing of first PNC	2014	"
35. Maternal mortality ratio 2012 to 2015	2012, 2014, 2015	Population C Census 2012, MICS 2014, ZDHS 2015
36. Skilled birth attendance 2012–2015	2012-2015	"
37. Proportions of women and men age 15–19 years who were tested in the last 12 months preceding the survey and knew the result of the test, 2014	2014	MICS 2014
38. Average time spent (in hours) per week in economic activities by women and men – 2014	2014	LFCLS, 2014
39. Distribution of establishments by majority share ownership and type of ownership as of 30 June 2014	2014	ZIMSTAT, 2016
40. Distribution of cattle by sex of farm owner/head of household, 2014	2014	ALS, 2014
41. Ownership of agricultural land by sex of landowner, 2014.	2014	ALS, 2014
42. Ownership of agricultural vehicles by type of vehicle and sex of owner among large scale commercial farmers, 2014.	2014	ALS, 2014
43. Number of livestock in large scale commercial farms by sex of farm owner- Agriculture and Livestock Survey, 2014.	2014	ALS, 2014
44. Number of livestock in small scale commercial farms by sex of farm owner, 2014	2014	ALS, 2014
45. Number of livestock in A1 farms by sex of farm owner, 2014.	2014	ALS, 2014
46. Number of livestock in A2 farms by sex of farm, 2014.	2014	ALS, 2014
47. Number of livestock in communal farming areas by sex of head of household, 2014	2014	ALS, 2014
48. Percentage of Zimbabwe households using improved sources of drinking water, 2015	2015	ZIMSTAT
49. Time taken to fetch drinking water. 2014	2014	MICS 2014

Indicator	Period	Source
50. Gender disaggregated Borehole beneficiaries as of 31st of October 2016	2016	Rural WASH information management system (RWIMS)
51. Distribution of women and men aged 15 to 49 years in polygamous unions by level of education and household wealth, 2014	2014	MICS 2014

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