SOUTH AFRICA NATIONAL GENDER STATISTICS ASSESSMENT

Assessment of Gender Data and Capacity Gaps in South Africa

December 2021

ACKNOWLEDGEMENTS

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Introduction and methodology

UN Women, through its flagship gender data and statistics program 'Making Every Woman and Girl Count' (Women Count) considers an assessment of a gender statistics system in a country an essential and systematic way of identifying the data and capacity gaps in a country. Since 2017, the programme has been supporting the production and use of gender statistics globally. Under Phase I of Women Count, UN Women partnered with PARIS 21 to develop a framework that can be used for the assessment of gender data and capacity gaps[1]. This framework was used as the basis for this assessment.

The assessment, carried out as a partnership between UN Women and Statistics SA (Stats SA) assesses gender statistics data and capacity gaps. The findings of the assessment will be used by Stats SA, Department of Women, youth, and people with disabilities (DWYPD) and UN Women in support of the further development of the gender statistical system in South Africa.

More specific objectives of the assessment include:

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

2. Reflecting on gaps in the production, analysis, and use of gender statistics in Stats SA and other ministries that produce gender data.

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

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

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

The assessment used a mixed methodology consisting of a review of secondary sources, the completion of the PARIS21 framework questionnaires, key informant interviews (KIIs), and focus group discussions (FGDs). The overall participation of ministries and other entities in the assessment process was less than expected, but most of the key departments that are currently using and producing gender statistics participated actively and provided substantive reflections on what is currently working and is not working at the individual, organizational, and system levels.

Conceptually, gender data and statistics work can be grouped into three main activity streams. Firstly, activities aimed at creating an enabling environment and addressing institutional, legal, and financial constraints to mainstream gender into national statistical systems (NSSs), as well as establish an efficient monitoring and evaluation system for national and international reporting requirements. The second workstream includes increasing gender data production and availability. This may involve collecting new data or reprocessing existing data from a gender perspective. The third and final dimension relates to accessibility for the uptake and use of gender data. Typical activities included under this pilar include strengthening capacities to conduct gender data analysis, better reporting, and increased data flows including to regional and global SDG-related data systems.

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

Environment of gender data production

The study found that South Africa has a well-developed **statistical infrastructure and production environment** relative to other countries in the region. Stats SA is also a well-respected coordinator and producer of official statistics in South Africa's data ecosystem. Amendments to the Statistics Act of 1999, which are currently in the final stages of adoption, will further extend the powers of Stats SA as a key role player in developing the NSS and oblige departments to develop statistical development plans and invest in statistical production.

Stats SA is one of the main producers of sex disaggregated and gender data and statistical publications the production and dissemination of which its management strongly supports. The agency also has a dedicated gender and marginalized groups statistics directorate with four full-time staff members. Other directorates that are not specifically dedicated to gender statistics also routinely produce sex disaggregated data and sometimes gender-specific reports.

There is a dedicated budget and strategic plan for gender statistics in Stats SA for the period 2019 to 2025 and the annual workplan of the directorate continues to include the production of the annual gender series and marginalized group reports as outputs. The primary data sources for these publications, the annual General Household Survey and the Quarterly Labour Force Surveys (QLFS), also continue to have the necessary financial and technical support. As the primary user of gender statistics, DWYPD does not have enough staff to fulfill its research and statistics mandate. It is also faced with the challenge of inadequate IT resources for analyzing large data sets and faces problems with unresponsive data producers situated across government who are often unwilling or unable to provide the required data.

The Integrated Indicator Framework (IFF)compiled by Stats SA is structured around the 17 SDG goals but also integrates indicator requirements from Agenda 2063 and the National Development Plan (NDP). However, it is currently incomplete as it does not incorporate the national minimum set of gender indicators developed by DWYPD and updated annually. The NDP indicators that have been included in the IIF deal with discrimination in general rather than gender equality and women's empowerment and would thus be better placed under Goal 16. There is also need to include Minimum set of Gender Indicators for Africa (MSGIA)indicators in the framework. The limited inclusion of gender-related targets and indicators in departmental workplans and consequently reporting processes continues to cause data gaps. To some extent, this can be attributed to perceptions that gender-related work and targets are 'soft' and less important – a clear indication of a need for more advocacy and correcting imbalanced power relations. Currently, besides the SDG5 working group, gender statistics coordination mechanisms in the country are limited. The Presidential Task Team on gender-based violence (GBV) set up an Interim Steering Committee (ISC), which was tasked with setting up a permanent, multisectoral structure to coordinate the country's responses to GBV and femicide. The ISC may include some mechanisms for data coordination, which could be leveraged for the gender statistics thematic area.

Gender data production and availability

Even though Stats SA produces regular gender data and statistical reports, the assessment identified three surveys, which are essential for gender analysis in the country, but have been conducted more than five to 10 years ago. The identified surveys need urgent financial support for repeat data collection and production of current data points in their time series.

These collections comprise:

1. Time Use Survey

2. Poverty and Inequality Survey

3. Comprehensive School Safety and Violence Survey

The Education Management Information System (EMIS) and the Higher Education Management Information System (HEMIS) administrative data systems have improved progressively over the years primarily because of management support, the hard work and dedication of the responsible staff members, and close collaboration with Stats SA. The necessary quality management systems are in place and the systems are continually being interrogated and improved. The development of a gender fact sheet by the Department of Higher Education (DHET) during this financial year and planned consultation with users to further refine is laudable and should be encouraged in all departments producing gender and sex disaggregated data. The extensive linkages established with other administrative data sets by the Department of Basic Education (DBE) has enriched its data analysis capabilities and contributed towards better policy decisions. Further plans to expand these linkages need to be encouraged and supported. Stats SA currently needs access to several administrative data systems such as the Learner Unit Record Information and Tracking System (LURITS) and it will be important to fast track the necessary memorandums of understanding (MOU) and service level agreements (SLA) to enable this.

The Department of Social Development (DSD) registers and the District Health Information System (DHIS) managed by the Department of Health (DOH) represent two priority administrative data sets that can make a significant contribution to the understanding of gender dynamics. However, these are currently not delivering effectively; not only are these systems currently not deemed accessible by users, but the wealth of information contained and their potential as powerful sources for gender analysis have not been sufficiently explored and developed. The development of the National Integrated Protection Information System (NISPIS) linking all relevant data generated by the social cluster has not yet delivered on its promise. Even though some progress has been made to link the various data sets within DSD with each other, a lot more work is required. The DHIS currently lacks individual age and sex information, which prevents it from being used for gender analysis.

Basic training and capacity on the production and use of gender data and statistics are needed across all three spheres of Government. The assessment identified some problems with **data accessibility and therefore limited data uptake and use.** The fact that a data-rich country such as South Africa can be perceived to be data-poor in the national and international sphere points to a serious disconnect between data production and use. In this instance, the primary user of gender data, DWYPD has not been served well for various reasons by most producers in the data ecosystem, especially producers of administrative data.

Data and statistics users generally find the Stats SA website difficult to navigate. Even though there is a gender-specific web page, it is not regularly updated and does not adequately reflect the latest publications. Statistical publications are considered difficult to understand and not accessible to the public. This is something that can be partially addressed through capacity building on basic data literacy across government and also by producing more user-friendly and accessible publications.

User producer dialogues here are not adequately institutionalized. Once a gender statistics coordination mechanism has been established (whether new or based on existing related initiatives), it could be used as a platform for more regular and deliberate user producer dialogues.

Recommendations

It is recommended that the DWYPD gender indicator framework and the MSGIA be incorporated into the IIF of Stats SA. This will provide the backbone for activities around **strengthening the production and use environment of gender statistics**. This indicator framework should be based on national priorities and include indicators that best reflect progress on a particular issue rather than on those that are readily available or currently being measured. It is important to continue with the participatory approaches used so far to ensure that the framework is as inclusive as possible. More advocacy will also be needed to ensure that the IIF indicator measurement is adequately funded and prioritized at the local level and that it is done at the required level of disaggregation.

The official Stats SA concepts and definitions need to be expanded to include more of the basic gender statistics concepts.

To address the constraints faced by the DWYPD it is recommended that the current management information system (MIS) be reviewed and expanded to include a whole range of data items beyond the national minimum set of gender indicators. These should form part of the DWYPD MIS and need to be derived as a matter of course from relevant data sources especially administrative data sources. The data management, storage, and ICT hardware constraints faced by DWYPD need to be further analyzed and addressed.

The current positioning of the DWYPD in the Presidency should be leveraged to enforce greater accountability from all heads of departments (HODs) at the national, provincial, and local municipal level. This would ensure mainstreaming and monitoring gender outcomes in a more purposeful manner in all their performance agreements, workplans and activities. Gender statistics should also be mainstreamed across all sectors.

To improve the coordination of the production and use of gender statistics, it will be important to forge strong working relationships between the various gender data producers as well as between users and producers. The current SDG coordination structure could possibly be used for this purpose. Stats SA should also explore the possibility of creating an inter-agency working group on gender statistics within the NSS as a potential coordination mechanism.

More attention needs to be given to issues related to improving the accessibility of administrative data between different agencies. Stats SA currently needs access to several administrative data systems and it will be necessary to fast track the MoUs and SLAs that will enable this.

It is recommended that advocacy for adequate financial resource allocation for the **collection of the time use, poverty, inequality, as well as school safety and violence surveys** should continue. To reach this goal, more effective partnerships must be forged between DWYPD, Stats SA and UN Women and with other UN agencies such as UNICEF (poverty and school safety) UNFPA (time use), the South African Government and donors.

The need for additional data analysis by the DWYPD and using regularly produced data sources such as QLFS and GHS, will be reduced if Stats SA generates these key indicators as a matter of course in annual publications.

Advocacy is needed at the Director General level for increased DSD management support and commitment and for DSD to improve its data systems, develop NISPIS to its full potential, and to increase data access for wider use. This may require the secondment of a statistician to DSD or the creation of the necessary posts in DSD to address the data and statistics needs of this department.

In the case of the DHIS and DOH, an immediate low-hanging fruit could be to support them in generating age and sex data from the identity (ID) numbers of the users of their health facilities. Once generated, there should also be a way to feed this information back to the health facility level so that it is available to organizations such as UNFPA which are assisting health officials at the health facility level to improve their planning and health care services. However, in the medium term, it is recommended that all the administrative registers of DOH be reviewed from a gender perspective. Such a review would make these systems more gender responsive and identify the kinds of enhancements that can be made to current standard reporting systems to better reflect data needs in support of the gender equality and women's and girl's empowerment agenda.

Work will have to continue to improve both the evidence-based development of gender-responsive Integrated Development Plans (IDPs) by local municipalities and the identification of appropriate indicators. The dissemination process of the Census 2022 findings will provide a good opportunity for a concerted capacity building exercise by Stats SA not only in general data use, but also in the increased engendering of municipal level plans and monitoring. Provincial gender focal persons and CGE officials can potentially play an important role as partners in this process.

It is also recommended that a gender statistics capacity building strategy and program for all three spheres of government be developed in partnership with the National School of Government. Important topics to cover include: data analysis and disaggregation; basic 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 surveys and administrative sources; production of specific gender indicators; ways of presenting gender information to users; and gender data use for policy and strategy formulation.

Problems related to **data accessibility and use** need to be addressed by improving the general usability of the website and through regular updates of the gender page. Furthermore, more user-friendly data products including policy briefs will support and encourage evidence-based decision-making. At the same time, there is a need to provide data users with basic gender data literacy skills as well as skills on how to convert data and statistics into policy and strategy decisions.

The possibility of using the gender data coordination mechanism as a platform for user-producer dialogues need to be explored once this coordination mechanism has been identified/established.

Abbreviations and Acronyms

APP	Annual Performance Plan
ASS	African Statistics System
AU	African Union
CAPI	Computer-Assisted Personal Interview
CAWI	Computer-Assisted Web-based Interview
CGE	Commission for Gender Equality
CHR	Human rights commission
DCOGTA	Department of Cooperative Governance and Traditional Affairs
CoP	Community of Practice
DAFF	Department of Agriculture, Forestry and Fisheries
DBE	Department of Basic Education
DBSA	Development Bank of Southern Africa
DCPS	Department of Communications and Postal services
DDM	District Development Model
DEF	Department of Environmental Affairs
DEL	Department of Employment and Labour
DHA	Department of Home Affairs
DHS	Department of Human Settlements
DJCO	Department of Justice and Constitutional development
DOH	Department of Health
DOT	Department of Tourism
DPE	Department of Public Enterprises
DPME	Department of Presidency: Planning Monitoring and Evaluation
DPSA	Department of Public Service and Administration
DPWI	Department of Public Works and Infrastructure
DRE	Department of Mineral Resources and Energy
DSBD	Department of Small Business Development
DSD	Department of Social Development
DSPAC	Department of Sport, Arts and Culture
DTI	Department of Trade and Industry
DWS	Department of Water and Sanitation
DWYPD	Department of Presidency: Women, Youth and Persons with Disabilities
EA	Enterprise Architecture
EE	Employment Equity
GCIS	Government Communication Information System
GDP	Gross domestic product
GIAMA	Government-wide Immovable Asset Management Act
GOP	Gauteng office of the premier
HSRC	Human Sciences Research Council

ID	Identity
KZNOP	KZN office of the premier
LOP	Limpopo office of the premier
LURITS	Learner Unit Record Information and Tracking System
MOU	Memorandum of understanding
MRC	South African Medical Research Council
NDT	Nondestructive Testing
NDP	National Development Plan
NPC	National Planning Commission
NT	Finance/national treasury
SITA	State Information and Technology Agency
SLA	Service level agreements
STATS SA	Statistics South Africa
TVET	Technical and Vocational Education and Training
UCT	University of Cape Town
UJ	University of Johannesburg
UNDP	United Nations Development Program
UNFPA	United Nations sexual and reproductive health agency
UP	University of Pretoria
WITS	University of the Witwatersrand

1 Introduction And Methodology

1.1   Background

UN Women, through its flagship global program 'Making Every Woman and Girl Count' (Women Count) has been supporting the production and use of gender statistics globally since 2017. The [Women Count Africa regional project](#) is crafted around three primary objectives:

- Creating an enabling environment: Regional coordination is being improved working with organizations such as the UN Economic Commission for Africa (UNECA) and the African Development Bank (AfDB) and countries are being supported to identify and address institutional, legal, and financial constraints to mainstream gender into national statistical systems and establish an efficient monitoring and evaluation system for the SDGs.

- Increasing data production: Technical capacities of national statistical systems are being strengthened and quality data on violence against women, unpaid care work, gaps in access to decent work and pay, participation in public life and decision-making, and access to/use of information and communications technologies produced to improve SDG monitoring.

- Improving data accessibility and use: Capacities of users are being strengthened to conduct gender data analysis, accessibility of gender statistics to all users is increased through better reporting, capacities to communicate gender data are being increased through training, and data and metadata sharing encouraged to facilitate data flows including to regional and global SDG-related data systems.

During the first phase of Women Count, UN Women East and Southern Africa (ESA) focused activities and resources on work in Kenya, Uganda, Tanzania and through a separate funding stream in Ethiopia. Limited work and small-scale activities were also supported in Malawi, Mozambique, Zimbabwe, Sudan, and South Africa. These activities will be expanded during Phase II of the project. The UN Women Multi Country Office in South Africa (SAMCO), Statistics South Africa (Stats SA) and the Ministry of Women, Youth and Persons with Disability (MWYPD) expressed an interest in collaborating to identify gender data and capacity gaps that need to be addressed through gender statistics.

Women Count's gender data and statistics efforts in the region are summarized in diagram 1 on the next page. The programme's work contributes towards the overall strategy for the harmonization of statistics in Africa and is executed under the auspices of the Africa programme on gender statistics as coordinated by UNECA. The diagram shows the flow of gender statistics support activities typically executed at the national level as part of Women Count. The process usually starts with an assessment of a country's gender statistics system. If a gender statistics framework or plan does not already exist, support is provided to develop one.

UN Women considers assessments of the gender statistics system the starting point for a data and capacity gaps assessment which will help to identify how the production, availability, access and use of gender data and statistics can be improved. As part of Phase I of the Women Count programme, UN Women partnered with PARIS 21 to develop a framework that can be used to assess gender data and capacity gaps[2]. This framework formed the basis of this assessment.

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2   Assessing data and capacity gaps in gender statistics. https://paris21.org/node/3286
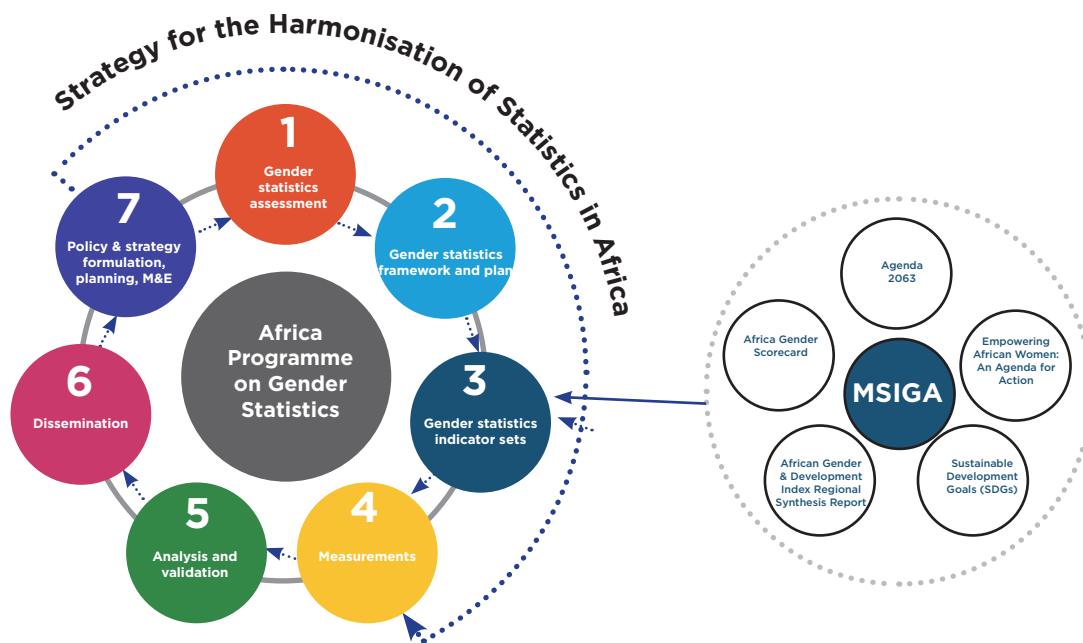
Figure 1: Generic process flow of Women Count gender statistics advocacy and support work

1.2   Key concepts and definitions

Although the words sex and gender are often used interchangeably, they mean different things and it is important to choose the correct term when discussing sex/gender in the context of statistics. Sex refers to the biological differences between women and men, while gender relates to the socially constructed differences in attributes and opportunities associated with being a woman or a man and to the social interactions between women and men[3].

Gender statistics are defined by the sum of the following characteristics[4]:

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

(b) Data reflect gender issues.

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

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

1.3   Purpose and Scope of the Assessment

The exercise was aimed at assessing gender statistics in South Africa and using the results to further integrate a gender perspective in national strategic planning for statistical production, use and dissemination in the country.

Specifically, the assessment aimed to:

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

ii.   Reflect on gaps in the production, analysis, and use of gender statistics in Stats SA and other ministries that produce gender data.

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3   UN Women Gender Statistics Curriculum. Available from: https://data.unwomen.org/resources/gender-statistics-training-curriculum. Accessed 27th November 2021.
4   Assessing data and capacity gaps in gender statistics. https://paris21.org/node/3286

iii. Identify capacities and knowledge gaps among the producers, analysts, and the users of gender statistics.

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

v. Propose policy recommendations and interventions on how to enhance the production and use of gender statistics.

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

1.4 Methodology

1.4.1 Overview and institutional arrangements

The assessment was undertaken as a partnership between UN Women and Stats SA. Overall coordination of the exercise was led by a team from Stats SA comprising officials from the Social Subsystem Chief Directorate located in the National Statistics Systems Branch of the organization and from the Gender and Marginalized Groups Directorate, which forms part of the Social Statistics Chief Directorate. The technical elements of the assessment as well as the compilation of the report was led by UN Women.

A steering committee composed of members from the Department of Women, Youth and Persons with Disabilities, Department of Social Department, Department of Higher Education, Department of Basic Education, Stas SA (Secretariat) and UN Women guided the implementation of the assessment.

The main role of the committee was to:

• Provide inputs into the proposed methodology and questionnaires to be used.

• Assist as needed with the buy-in of key stakeholders in the process.

• Provide inputs and comments on the draft assessment report.

• Participate in the validation meeting.

1.4.2 Assessment methodology

The assessment methodology was based on the PARIS21 methodological framework for identifying gender data and capacity gaps and included a desk review of secondary information, distribution, and completion of questionnaires as well as group interviews with key departments that are producing gender statistics. In addition to distributing the PARIS21 Framework[5], prototype questionnaires (Annex 2) to a selected group of ministries and other stakeholders were used for assessing gender statistics and capacity gaps of the NSS and to prepare Chapter 3 of the report. The questionnaires have been adjusted to the South Africa context and include additional questions on COVID-19. Annex 3 contains the detailed plan with regards to the engagement of ministries and other entities.

Questionnaire A (Annex 2.1) - Main assessment tool for the gender focal points in Stats SA.

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5   The Framework and accompanying Implementation Guidelines present the methods, tools, and steps for assessing gender statistics at the national level. This document offers a set of organizing principles for identifying gaps in data and NSS capacity related to production, coordination, communication, and use of gender statistics.
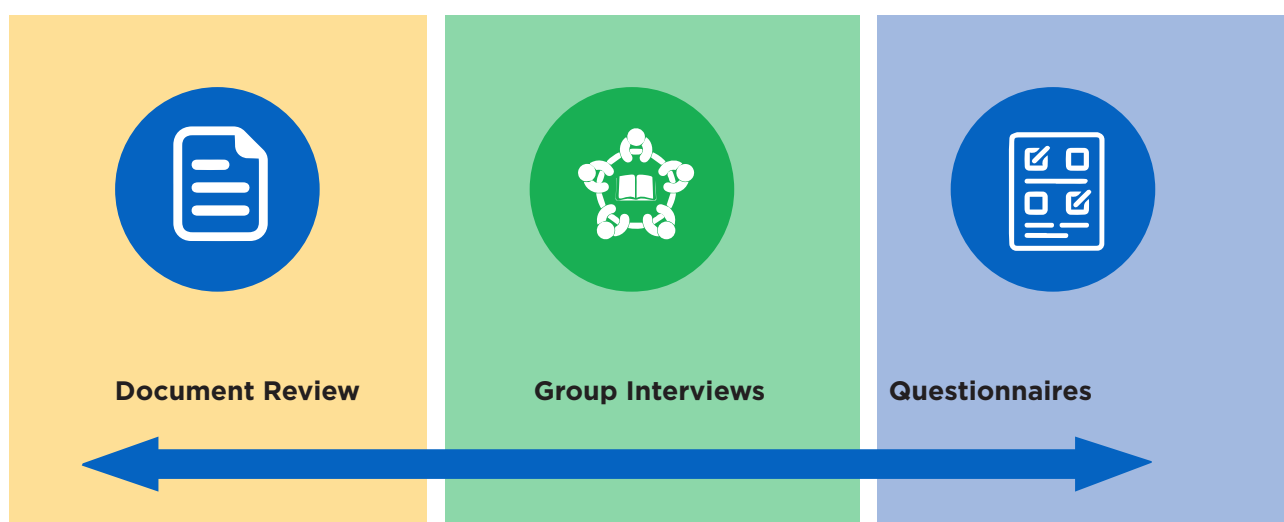
Figure 2: The primary data sources of the assessment

Questionnaire B (Annex 2.2) - Short module for individual capabilities designed for the gender focal points in the various ministries; Questionnaire C (Annex 2.3) - Short module targeted to other line ministries producing statistics. It aims to obtain information about their data collection, gender statistics production, coordination, and use by the government.

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

Group discussions with key individuals involved in the production of gender data and statistics were held to either compliment or replace the questionnaire in instances where the ministries did not want to complete a questionnaire. The interviews and completion of the questionnaires took place between August 20th and November 26th, 2021.

The PARIS21 framework for identifying data and capacity gaps in gender statistics is based on the organization's own CD4.0 conceptual framework[6] developed in 2017 and which focuses on statistical capacity of the NSS (with its associated organizations and individuals) to collect, produce, analyze, and disseminate high-quality statistics and data to satisfy users' needs.

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

i.   Resources

ii.   Skills and knowledge

iii. Management

iv.   Politics and power

v.   Incentives

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

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6   PARIS21 (2018a), Proposing a Framework for Statistical Capacity Development 4.0, http://www.paris21.org/sites/default/files/ inline-files/CD4.0-Framework_final.pdf.

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

The intersection of levels and targets of the CD4.0 is currently populated by 46 (non-exhaustive) capabilities. Table 1 provides a conceptual matrix of the CD4.0 including the intersections of levels and targets.

1.5   Limitations of the study

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

The prevailing COVID-19-related restrictions and remote working conditions during most of the assessment period compounded the challenge; some officials were overwhelmed by the large number of virtual meetings they had to attend and the assessment group interviews were delegated to inexperienced officials or those who do not work directly with statistics. In some instances, poor accountability and coordination within departments resulted in requests for meetings and/or completion of the questionnaires falling through the cracks. The team also found that the questionnaire format often made it difficult for groups of officials to complete one questionnaire per ministry as most ministries have different directorates responsible for different aspects of their work and each of them would have their own registers and/or areas of responsibility with regards to gender.
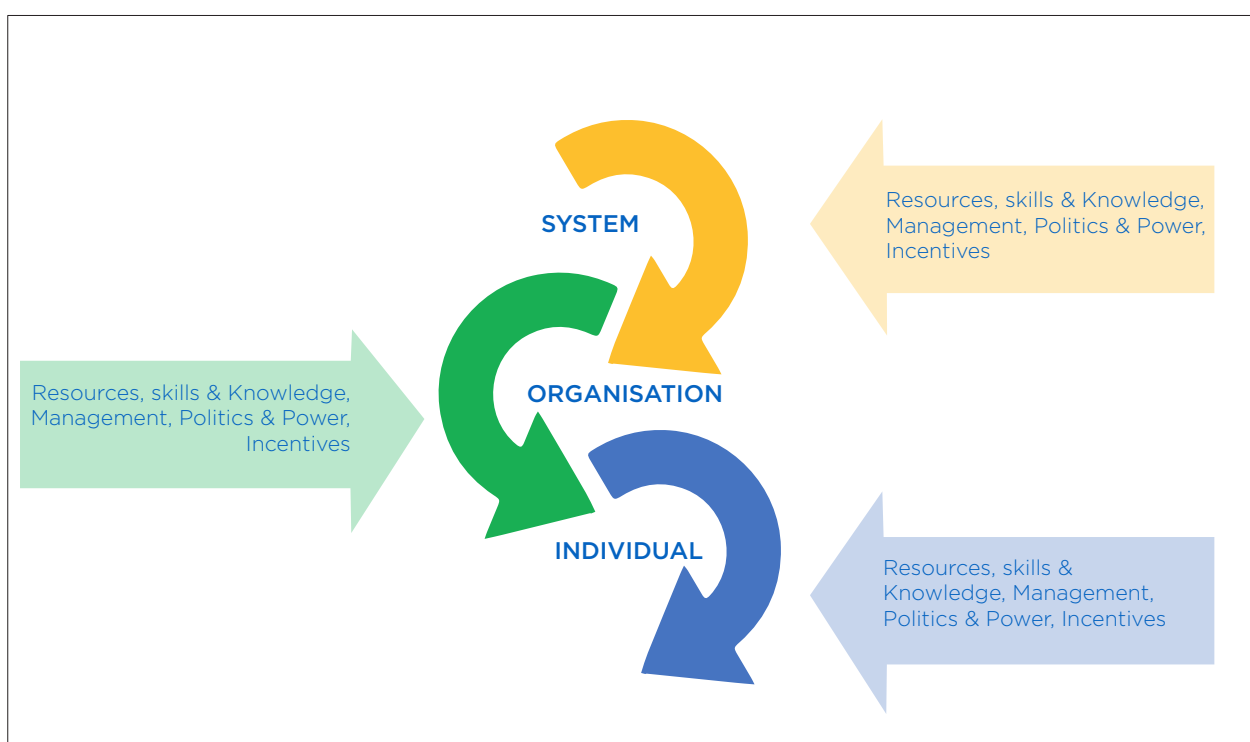
Figure 3: Dimensions of the PARIS21 CD4.0 conceptual framework and assessment methodology

Table 1: Ministries and other entities approached for the assessment and response status[7]

Participated in group or key interview and/ or completed questionnaire	Approached but did not respond
• Basic Education (DBE)	• Agriculture, Forestry and Fisheries (DAFF)
• Cooperative Governance and Traditional Affairs (COGTA)	• Communications and Postal services (DCPS)
• Employment and Labour (DEL)	• Employment and Labour (DEL)
• Health (DOH)	• Environmental Affairs (DEF)
• Presidency: Planning Monitoring and Evaluation (DPME)	• Finance/national treasury (NT)
• Presidency: Women, Youth and Persons with Disabilities (DWYPD)	• Home Affairs (DHA)
• Social Development (DSD)	• Human Settlements (DHS)
• Limpopo office of the premier (LOP)	• Justice and Constitutional development (DJCO)
• Statistics South Africa (Stats SA)	• Mineral Resources and Energy (DRE)
• United Nations Development Program (UNDP)	• Public Enterprises (DPE)
• United Nations sexual and reproductive health agency (UNFPA)	• Public Service and Administration (DPSA)
• UN Women	• Public Works and Infrastructure (DPWI)
• University of Cape Town (UCT)	• Small Business Development (DSBD)
• Commission for Gender Equality (CGE)	• Sport, Arts and Culture (DSPAC)
• National Planning Commission (NPC)	• Tourism (DOT)
• Transport (NDT)	• Trade and Industry (DTI)
	• Water and Sanitation (DWS)
	• KZN office of the premier (KZNOP)
	• Gauteng office of the premier (GOP)
	• Human rights commission (CHR)
	• Human Sciences Research Council (HSRC)
	• Development Bank of Southern Africa (DBSA)
	• South African Medical Research Council (MRC)
	• Parliament
	• University of Johannesburg (UJ)
	• University of Pretoria (UP)
	• University of the Witwatersrand (WITS)
	• Media

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

2 Contextual Analysis

2.1 Introduction

South Africa is signatory to the United Nations Committee on the Convention on the Elimination of Discrimination against Women (CEDAW), Beijing Platform for Action, Sustainable Development Agenda 2030, and the Maputo Protocol amongst others.

Chapters 1 and 2 of the Constitution of the Republic (Act 108 of 1996), establish the rights of women in South Africa as part of the Bill of Rights. The law prohibits both direct and indirect discrimination based on sex, gender, and other attributes and particularly addresses institutionalized discrimination. By including both sex and gender on the list of prohibited grounds for discrimination, the constitution protects women from discrimination based on both biological and physical characteristics (sex), as well as social and cultural stereotypes related to the role and status of women. The constitution laid the foundation for the development of very progressive gender equality legislation in the years that followed. Since then, several amendments to these bills further strengthened the position of women in society. The National Development Plan: Vision 2030 serves as a blueprint for development in the country and recognizes the importance of the gender equality and women's empowerment agenda. In the past two years, the President of South Africa has signaled his support for the gender equality agenda by approving the establishment of a Presidential Review Committee on Women's Emancipation and Gender Equality and by hosting a National Summit on Gender-Based Violence (GBV) and Femicide, which led to the establishment of the Presidential Task Team to address this issue in a comprehensive and concerted manner.

Several interventions and programmes[8] to advance the empowerment of women and girls are being prioritized by the Government. The most important of these include job creation and sustainable growth; economic empowerment of women through work with small and medium-sized enterprises (SMEs), informal business, and women's cooperatives; increasing women's access to education especially in the STEM field; improving women's health by focusing on reducing maternal mortality rates and addressing high levels of HIV and AIDS among young women, and GBV, femicide and intimate partner violence.

2.2 Gender equality in South Africa in the regional context

South Africa has been performing well in various global and regional indexes that measure gender development and inequality. In 2020, the country achieved a UNDP Gender Development Index score of 0.986 compared to the global value of 0.943[9]. In 2019, the Mo Ibrahim Governance Index ranked South Africa in the top ten highest scoring countries (6th) with a score of 65.8 out of 100.0[10]. The Index's gender dimension scores South Africa 50.5 against an average of 50.2 on the continent.

The Africa Gender Index (AGI) 2019 shows that the southern Africa sub-region has the least gender inequality on the continent. South Africa's overall rank is only second to that of Namibia which had the least inequality on the continent according to the AGI 2019. When interpreting the index scores, a score of 1 represents parity between women and men, a score between 0 and 1 means that there is gender inequality in favor of men and a score of higher than 1 means there is gender inequality in favor of women.

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8   South Africa's Report on the Progress Made on the Implementation of the Beijing Platform for Action 2014-2019. Available from: http://www.women.gov.za/images/Final-National-Beijing-25-Report-2014-2019--Abrideged-.pdf. Accessed on 26th November 2021.

9   Human Development Index 2020. Available from http://hdr.undp.org/en/countries/profiles/ZAF. Accessed 29 November 2021.

10   2020 Mo Ibrahim index of African Governance. https://mo.ibrahim.foundation/sites/default/files/2020-11/2020-index-report.pdf
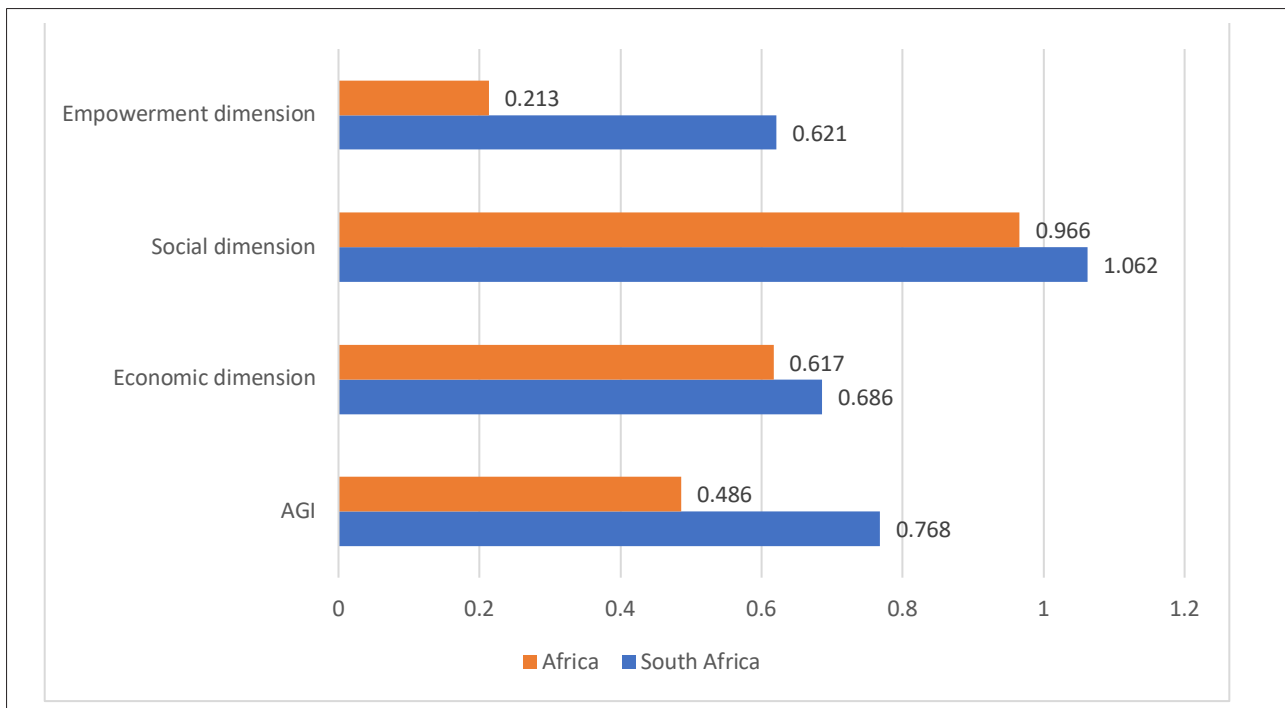
Figure 4: African Gender Index scores for South Africa and Africa

2.3 Key statistics comparing the situation of women and men

South Africa has made significant progress in the representation of women across Government. In June 2019, 50% of cabinet ministers and 42.9% of deputy ministers were women. Nearly half of parliamentary seats are occupied by women[11].

Despite these gains in terms of women's representation as political office bearers, women have not yet reached the desired level of economic participation and empowerment. The Governance, Public Safety, and Justice Survey (GPSJS) 2019/2020[12] found that 55.6% of men and 72.6% of women agree or strongly agree with the statement that 'having an income is the best way for a woman to become and independent person' while 62.2% of women and 67.5% of men agree or strongly agree that 'If a woman earns more money than her man, it is almost certain to cause problems. Working-age women have lower labor force participation rates (51.4%) than men (63.7%) and economically active women are more likely to be unemployed (36.8%) than men (32.4%)[13]. Over the period Q3: 2013 to Q3: 2019, informal employment grew by 754,000 jobs, and women's involvement in the sector also increased during that time-period from 14.6% in 2013 and 15.8% in 2019. During the same period, men were more likely than women to be employed in the informal sector (16.1% versus 20.2%)[14]. Men were slightly more likely to be self-employed than women (9.9% for men and 9.7% for women) and employers of others compared to women (8.0% compared with 2.9%)[15]. Women tend to be primarily involved in the tertiary sector of the economy with only 12% of those employed in for example in mining being women[16].

With regard to *time use and economic activities* men are more likely than women to spend time on market work, while women spend more time on productive activities than men: among 20-29-year-olds, the difference is 19 percentage points, while it is 8 percentage points among

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11   South Africa's report on the progress made on the implementation of the Beijing platform for action 2014-2019. Available from: http://www.women.gov.za/images/Final-National-Beijing-25-Report-2014-2019--Abrideged-.pdf. Accessed on 26th November 2021.
12   Stats SA, 2020. Governance, Public Safety, and Justice Survey, 2019/2020. Available from:
13   Stats SA, 2021. Quarterly labor force survey Q2. Available from: http://www.statssa.gov.za/publications/P0340/P03402020.pdf http://www.statssa.gov.za/publications/P0211/P02112ndQuarter2021.pdf. Accessed 25th November 2021.
14   Stats SA, 2021. Gender Series Volume VII. Women in the Informal Economy. http://www.statssa.gov.za/publications/Report-03-10-23/Report-03-10-232019.pdf
15   Stats SA 2019, Marginalized Groups Indicator Report. http://www.statssa.gov.za/publications/03-19-05/03-19-052019.pdf
16   South Africa's report on the progress made on the implementation of the Beijing platform for action 2014-2019. Available from: http://www.women.gov.za/images/Final-National-Beijing-25-Report-2014-2019--Abrideged-.pdf. Accessed on 26th November 2021.

30-49-year-olds [17]. Generally, women spend 64% of their time on unpaid domestic and care work compared to 18.8% of men[18].

Poverty trends in South Africa[19] suggest that poverty has been declining over time but that women are more vulnerable to poverty than men. An estimated 42.7% of women lived below the lower bound poverty line in 2015 compared to 38.2% of men.

Households headed by women were more vulnerable than households headed by men (22.0%) to having no employed household members (40,6%), being dependent on social grants (68.7% vs. 62.8%) and suffering from hunger (11,1% vs. 9,7%). As a result of housing policies that favor women, women-headed households were more likely than man-headed households to have received a housing subsidy from the Government (23.1% vs. 15.4%)[20].

In 2019, an estimated 2.6 million households, most of which were headed by women, were involved in agricultural production[21]. Slightly more than a third (34%) of individual landowners are women. Seventy one percent of agricultural land is owned by men compared to 13% held by women[22]. More than two thirds of women and men (64% and 66% respectively) have individual bank accounts while 20.6% of women own their dwellings compared to 15.8% of men[23].

Overall functional literacy rates increased significantly for both women and men between 2002 and 2019 [24]. Women (87.5%) aged 20 years and older are less likely than men (88.4%) to be functionally illiterate[25], but this has changed for the younger generation as the prevalence of functional literacy in the age group 20–39 years is higher for women than men (97.0% and 94.1% respectively).

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17 Oosthuizen M: 2018: Counting Women's Work in South Africa: Incorporating Unpaid Work into Estimates of the Economic Lifecycle in 2010, University of Cape Town (DPRU).
18 Stats SA, Time use Survey 2010, http://www.statssa.gov.za/publications/Report-02-02-00/Report-02-02-002010.pdf
19 Stats SA 2017. Poverty Trends in South Africa. Available from: https://www.statssa.gov.za/publications/Report-03-10-06/Report-03-10-062015.pdf.
20 Stats SA 2019, Marginalized Groups Indicator report. http://www.statssa.gov.za/publications/03-19-05/03-19-052019.pdf
21 Stats SA 2019. General Household Survey 2019. Available from : https://www.statssa.gov.za/publications/P0318/P03182019.pdf
22 DRDLR, 2017. Land Audit Report. Available from https://www.gov.za/sites/default/files/gcis_document/201802/landauditreport13feb2018.pdf. Accessed 29th November.
23 Stats SA 2018. General Household Survey 2018. Available from: https://www.statssa.gov.za/publications/P0318/P03182018.pdf
24 Stats SA 2019. General Household Survey 2019. Available from: https://www.statssa.gov.za/publications/P0318/P03182019.pdf
25 Ibid

Figure 5: Percentage of the population living below the lower bound poverty line, by sex, 2006-2015 (Source: Poverty trends 2017, Stats SA).

According to GHS 2019, men are slightly more likely than women to have a highest level of education of Grade 12 or higher[26].

At the time, 27.7% of women and 29% of the men had a highest level of education of Grade 12, while a further 8.2% men and 8.1% women had a university degree or higher.

In the ten-year period between 2008 and 2018, the National Senior Certificate, mathematics, and physical science pass rates have consistently been higher for men than women[27].

Between 2005 and 2016, women were more likely to be enrolled in institutions of higher learning than men (Figure 6) [28]. Disparities between women and men's enrollment in different fields of study are greatest in education (parity ratio 2.9); other humanities (parity ratio 1.72); and science engineering and technology (parity ratio 0.87). Gender gaps in enrollments between women and men were highest amongst Africans. Men (39%) were more likely than women (24%) to enroll in science and technological fields.

A lack of safety and security is za general problem in South Africa. Two thirds of women in South Africa feel it is unsafe to walk alone in their area at night[29]. GBV is of as much concern as evidenced by the establishment of the Presidential Task Team on GBV and Femicide. Progress has also been made with the expansion of support services to survivors as well as closer linkages between the prosecution, court system, and support. The Sexual Offences and Community Affairs (SOCA) Unit in the National Prosecuting Authority (NPA) has adopted the Thuthuzela Care Centre's (TCC) model to expand victim support. These centers are based at public hospitals, which provide 24-hour one-stop service to victims/survivors of GBV. Each of these centers is linked to a sexual offences court. By 2016, there were 55 TCCs in South Africa, with plans to establish more as not all sexual offences courts are associated with such a care center. In 2019, South Africa had 92 operational sexual offences courts, which are 16 more than in 2017/2018.

26 I Stats SA 2019. General Household Survey 2019. Available from: https://www.statssa.gov.za/publications/P0318/P03182019.pdf
27 South Africa's report on the progress made on the implementation of the Beijing Platform for Action 2014-2019. Available from: http://www.women.gov.za/images/Final-National-Beijing-25-Report-2014-2019--Abrideged-.pdf. Accessed on 26th November 2021.
28 Stats SA, Gender Series Vol VI, Education, and Gender 2009-2018.
29 Stats SA, 2018/2019. Governance, Public Safety and Justice Survey (GPSJS) 2018/19

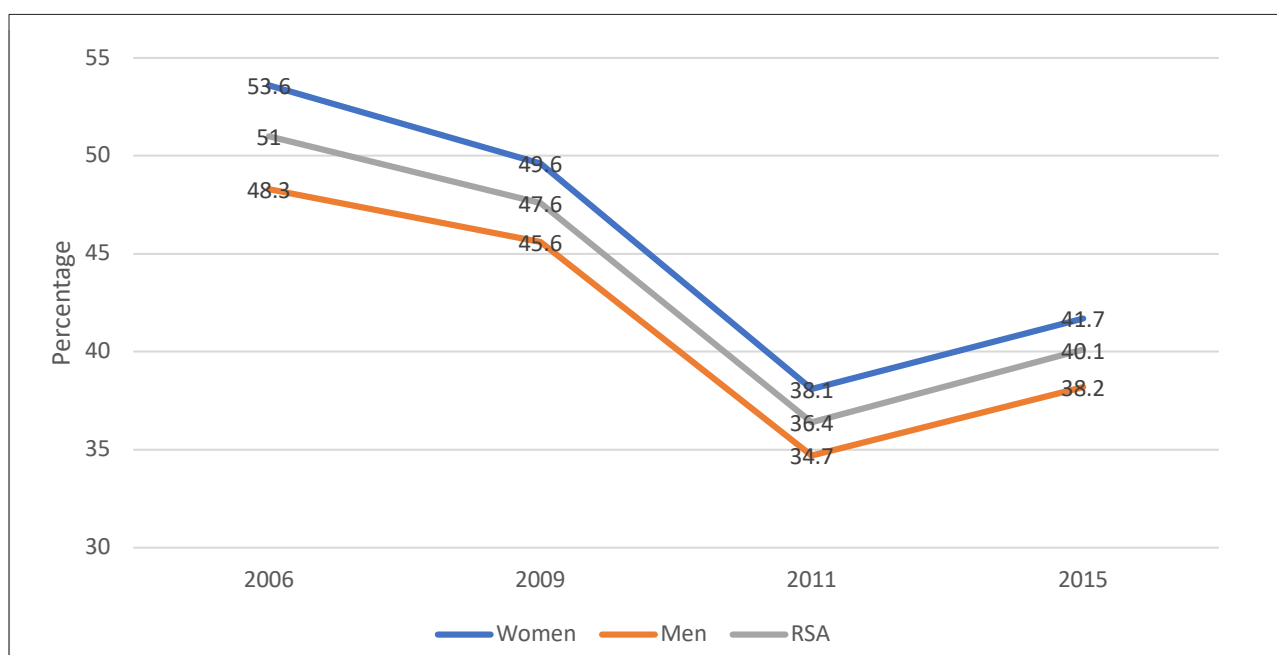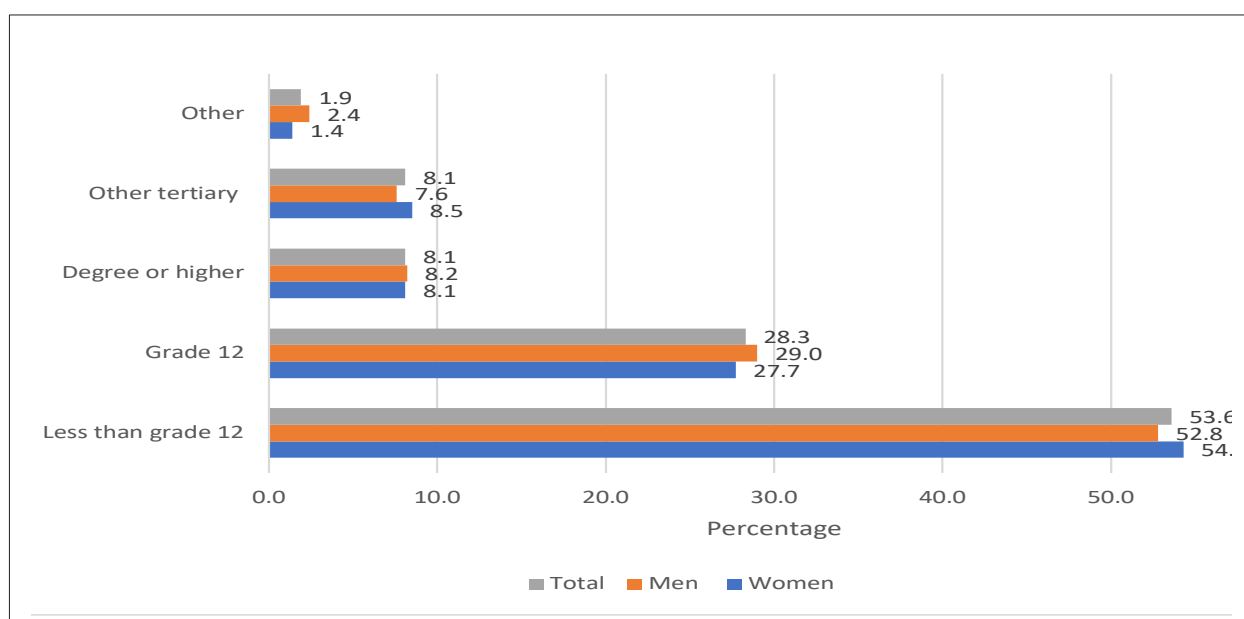*Figure 6: Percentage of the population living below the lower bound poverty line, by sex, 2006-2015 (Source: GHS 2019, Stats SA)*
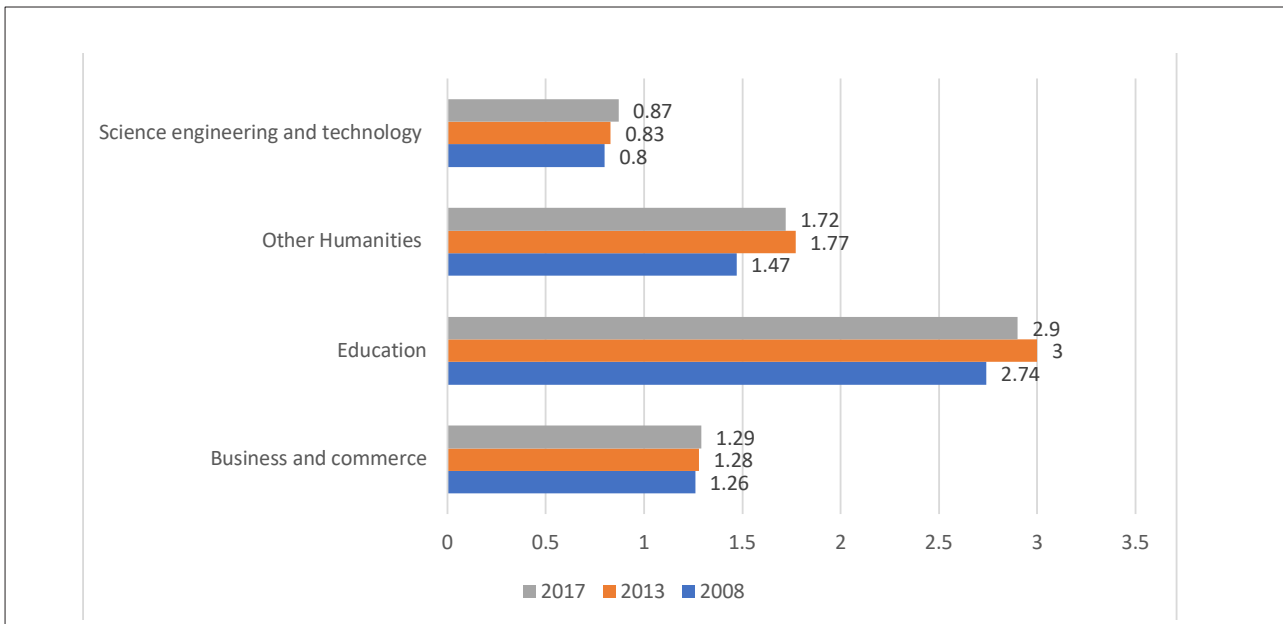
Figure 7: Gender parity ratios in public higher education institutions by field of study (Gender Series Vol VI, 2009-2018, Stats SA)

By 2017/18 a total of 74 sexual offences courts were operating as either a hybrid sexual offences court or a pure sexual offences court. In 2019, there were 92 such courts operating in the country with 11 more to be established in the 2019/20 fiscal year[30].

Even though the crime records kept by the South African Police Services (SAPS) are   generally under-reported they are still the most current source of crime data available in South Africa. Table 2 summarizes the incidence of contact crimes against women as reported to SAPS. Common assault is the most common across all years and assault with the intent to do grievous bodily harm (GBH), common assault, and sexual offences have been the most reported (and perhaps committed).

According to the GPSJS, 84.5% of respondents know where to get medical assistance in cases related to violence against women and children followed by protection orders (84.0%) and access to counselling services (80.9%). A far smaller percentage (50.9%) knew of shelters or places of safety[32].

As this short summary shows, it is relatively easy to construct a current picture of the general situation of women and men using primarily survey data produced by Stats SA. However, some gender-specific data such as time use is outdated (the last survey was conducted in 2010) and the first-ever large sample GBV prevalence survey is currently underway.

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30 South Africa's report on the progress made on the implementation of the Beijing platform for action 2014-2019. Available from: http://www.women.gov.za/images/Final-National-Beijing-25-Report-2014-2019--Abrideged-.pdf. Accessed on 26th November 2021.
31 South Africa's report on the progress made on the implementation of the Beijing platform for action 2014-2019. Available from: http://www.women.gov.za/images/Final-National-Beijing-25-Report-2014-2019--Abrideged-.pdf. Accessed on 26th November 2021.
32 Ibid

Table 2: Incidence of contract crimes against women, 2018-2016[31]

Contact crimes against women	2018-2019	2017-2018	2016-2017	2015-2016
Murder of women	2,780	2,639	2,930	2,771
Total sexual offences against women	39,580	37,392	36,731	36,597
Attempted murder of women	3,325	3,328	3 554	3,445
Assault GBH of women	56 969	51 956	53 263	54 142
Common assault of women	84 091	78 090	81 142	82 728

Source: Police Crime Statistics, SAPS, as released on 12th September 2019

3 Assessment Findings

3.1 Introduction

This assessment is focused on identifying the data and capacity gaps viz-a-viz gender statistic with the findings summarized in this chapter. This chapter starts off with an overview of the general statistical production environment followed by an overview of the data gaps identified during this study in Section 3.3. This section considers both questionnaire survey and administrative data sources as well as specific indicators gaps. The final section covers capacity gaps at the sector, institutional and individual level from a resources, skills and knowledge, management, politics and power, and incentives perspective.

3.2 General statistical production environment

The first census and therefore official statistical collection of the Union of South Africa took place in 1911 and the first national statistics office (NSO) was established in 1914[33]. For most of the time, since its establishment and the first democratic elections in South Africa in 1994, the official body providing statistical services to Government was known as the Central Statistical Service (CSS). During that time, statistical production was fragmented geographically as per the requirements of apartheid governance structures as well as thematically. The CSS primarily provided official statistics on and for the white minority. Those without access to power and resources were included in official statistics in so far as it enabled the continued implementation of apartheid policies[34].

Post the 1994 democratic elections, the CSS was amalgamated with the statistical services of the former TBVC states (Transkei, Bophuthatswana, Venda, and Ciskei) and renamed Statistics South Africa (Stats SA). In 1994, a committee was appointed in Stats SA[35] to review the Statistics Act and a new Statistics Act of South Africa was promulgated in 1999 (Act 6 of 1999).

The four primary functions of the Statistics Act of 1999[36] were to:

I.   Provide for a Statistician-General as head of Statistics South Africa and who is responsible for the collection, production, and dissemination of official and other statistics, including the conducting of a census of the population, and for co-ordination among producers of statistics.

II. Establish a Statistics Council and make provision for its functions.

III. Repeal some existing legislation.

IV. Provide for related matters.

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33 Juliette Alenda-Demoutiez (2020) White, democratic, technocratic: the political charge behind official statistics in South Africa, Review of International Political Economy, DOI: 10.1080/09692290.2020.1796752.

34 Lehohla P. Statistics South Africa in Transition: Reflections on a Decade of Statistical Practice (1994-2004). African Development Bank 2005. Available from https://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/African.Statistical.Journal_Vol1_3. Articles_4.StatisticsSouthAfrica.pdf. Accessed 24 November 2021.

35 Statistics South Africa Annual Report 1998. Available from: mhttps://www.gov.za/sites/default/files/gcis_document/201409/ statssaannualreport1998.pdf. Accessed 20 November.

36 Statistics Act no.6 of 1999. Available from https://www.gov.za/sites/default/files/gcis_document/201409/a6-99.pdf.

Sections 7 and 14 of the Statistics Act (6 of 1999) specifically empower South Africa's Statistician General to regulate the collection of statistics, particularly official statistics, in government. Sections 8-13 of the Act regulate the establishment of the Statistics Council appointed in terms of the Statistics Act (6 of 1999). The role of the council is to advise the Minister and the Statistician-General on any issue concerned with the production and use of official statistics.

This includes providing:

• Strategic advice on statistical policy and priorities

• Technical advice, in general or on specific statistical data collections and methodological issues

• Coordination of statistical activities

In addition to its institutional content, the Act also spells out the purpose and principles of official statistics. The organizational structure of Stats SA is divided into nine branches (also see Figure 8). Two of these branches are primarily responsible for statistical production: the Economic Statistics branch and the Population and Social Statistics branch. The Gender and Marginalized Group Statistics Directorate is situated within the Social Statistics Chief Directorate under the Population and Social statistics branch.

Stats SA recently concluded an extensive public consultation process to amend the Statistics Act of 1999. The resulting Statistics Amendment Bill has now been finalized and certified by the State Attorney. The new provisions of the Amendment Bill will particularly strengthen the coordination aspect as well as the generation and use of administrative data and non-traditional data sources. The Protection of Personal Information Act (POPI Act) commenced in July 2020 but only came into full force in July 2021. However, Stats SA applied for exemption from the POPI act to enable it to continue with its data collection activities. This will be granted on the basis that Stats SA has to comply with confidentiality provisions and protect the identity of respondents as per its own Act.

The normative frameworks of Stats SA are aligned to the Fundamental Principles of Official Statistics and the Africa Charter of Statistics. The overall production of official statistics in South Africa is informed by its five-year strategic plans, which are compiled as part of the general governance requirements of the Government of South Africa.

The current strategic plan 2020/2021-2024/2025[37] moves away from the idea of an NSS towards the idea of a data ecosystem and emphasizes creating stronger linkages between users, suppliers, and producers of data, which will result in increased collaboration among all sectors and actors. This process of co-creation will culminate in high-impact statistical production and use within the context of the data ecosystem. The data ecosystem is defined as 'a complex network or interconnected system. It is an evolving system where emerging digital technologies have given rise to new and non-traditional data sources and new analytical methods, which were previously not possible. This community of interacting entities as well as the policy environment in which new data users and producers operate creates an extended data ecosystem of many new actors with new capabilities.

The five-year strategic framework informs the development of an annual work program[38], which contains specific activities and deliverables within a particular financial year. With regard to broader governance of statistical production, Stats SA has developed and applies the South African Statistical Quality Assurance framework[39], which is aligned to international best practice, and regularly publishes and updates Statistical Concepts and Definitions[40]. However, this publication is currently not comprehensive enough and needs to be expanded to include more gender statistics concepts including definitions related to sexual orientation and gender identity, among others.

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37 Stats SA strategic plan 2020/2021-2024/2025. Available from http://www.statssa.gov.za/?page_id=564
38 Stats SA Work program 2021/2022. Available from http://www.statssa.gov.za/wp-content/uploads/2021/04/Work-Programme-2021-22.pdf
39 South Africa Statistical Quality Assurance Framework. Available from http://www.statssa.gov.za/standardisation/SASQAF_Edition_2.pdf
40 Statistical Concepts and Definitions. Available from http://www.statssa.gov.za/?page_id=5166
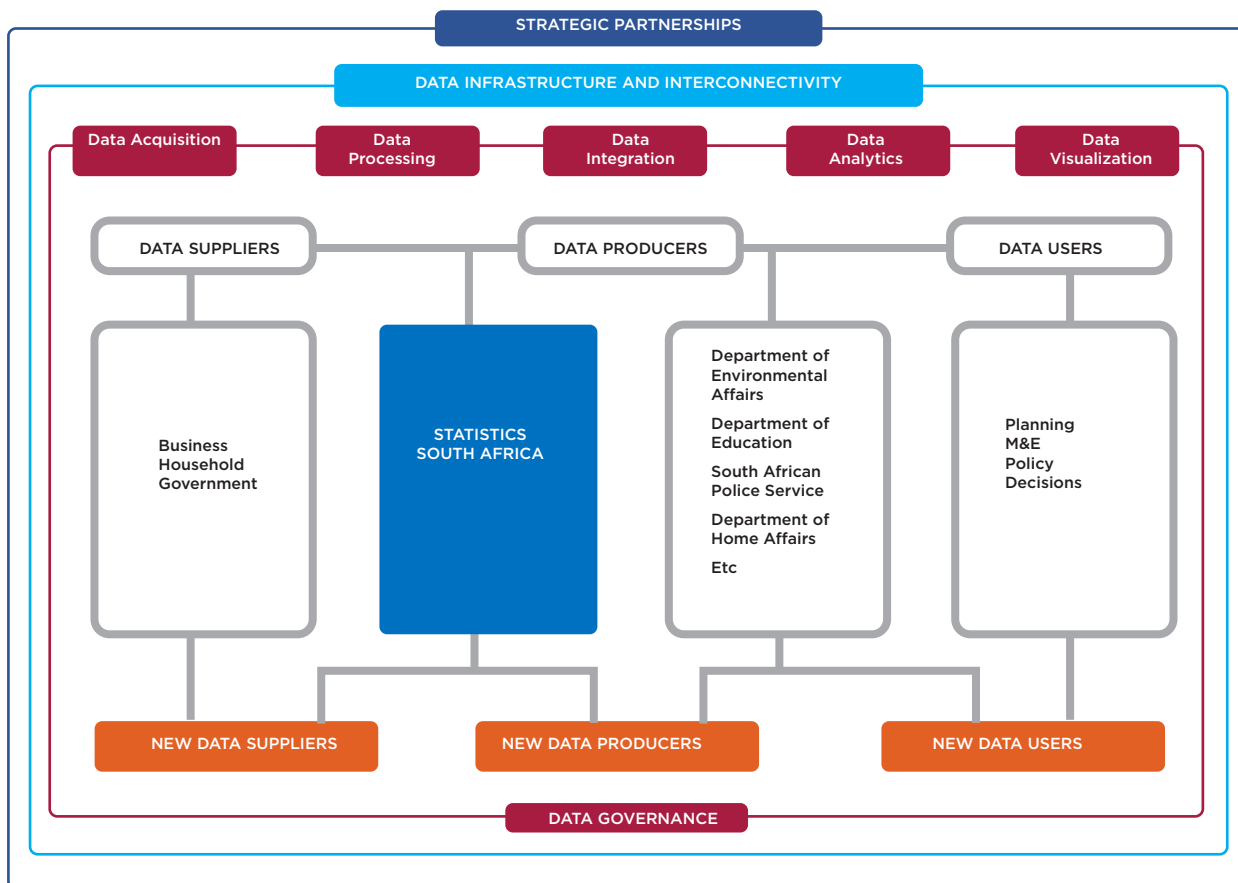
Figure 8: The data ecosystem in South Africa (Source: Stats SA strategic plan 2020/2021-2024/2025, Available from http://www.statssa.gov.za/?page_id=564)

As part of managing multiple demands for data and indicator values, Stats SA compiled an Integrated Indicator Framework (IIF)[41]. The IIF primarily consists of development indicators from the SDGs, Agenda 2063, and the NDP. The organization has also published service standards[42] against which users can hold it accountable.

3.3   Gender data gap assessment

3.3.1   Introduction

One of the main data challenges across government is the expansive amount of information, which makes it difficult to access the required relevant data. If users do not know what is available, their requests for data cannot be specific enough. Sometimes unrealistic expectations and data requests also add a lot of pressure, for example, UNECA's request for the number of hospital beds occupied due to GBV. In the ESA context, South Africa is a relatively data rich country. This creates its own challenges resulting in a range of sometimes seemingly contradictory experiences laid bare during the assessment. For example, one of the respondents to the survey indicated a sense of being overwhelmed as 'there is so much information' and another said users quite commonly 'do not know what is available and their data requests are therefore not specific enough'. This, coupled with comments related to the bureaucracy associated with administrative data set access, the complexity of gender data products, and limited user-friendliness of the Stats SA web page all point to systemic problems that may perhaps be mistakenly diagnosed as 'lack of data'. These frustrations are more so felt by the DWYPD, which officially represents South Africa when it comes to international and regional treaty reporting. A recent example of an embarrassing data incident

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41   Integrated Indicator framework. Available from http://www.statssa.gov.za/?page_id=13946
42   Service Standards. Available from http://www.statssa.gov.za/?page_id=5365

Statistician-General (SG)

Executive and Project Support (EPS)

Internal Audit

Strategy, Operation and Organisational Development (SOOD)

Risk, Anti-Corruption & Integrity Management (RAIM)

SA National Statistics System
- Economic System
- Social System
- Independent Quaity Assessment
- Statistical Reporting
- Data & Information

Economic Stats
- National Accounts
- Business Cycle Indicators
- Structural Industry Stats
- Price Stats
- Government Financial Stats
- Private Financial Stats

Population & Social Stats
- Poverty & Inequality Stats
- Labour Stats
- Demographic & Population Stats
- Health & Vital Stats
- Social Stats

Statistical Operations and Provincial Coordination
- Eastern Cape
- Free State
- Gauteng
- KwaZulu Natal
- Limpopo
- Mupalanga
- Northern Cape
- North Wast
- Western Cape
- Data Opertions
- Household Surveys and Censuses

Methodology Statistical Infrastructure
- Statistical Standards
- Business Register
- Geography
- Statistical Methods
- Survey Monitoring & Evaluation
- Innovation & Research

Statistical Support & Informatics
- Business Modernisation
- Information Communication Technology
- Communication & Marketing
- Publication Services
- Analytical Studies

Corporate Services
- Human Resource Management & Development
- Facilities, Transport & Security Management
- Legal Services

Financial Management Services

Figure 9: Statistics South Africa organizational structure (Source: Stats SA strategic plan 2020/2021-2024/2025 available from http://www.statssa.gov.za/?page_id=564)

was the 2020 enquiry visit by the CEDAW Committee to South Africa. A task team was formed to respond to the Committee's queries and yet none of the relevant departments wanted to/ could respond. To date, South Africa has not officially responded to the CEDAW Committee's data requests. The current MIS of the DWYPD is not adequate to meet its data needs and fulfil national and international reporting requirements.

This situation is compounded by sometimes unrealistic demands and data expectations especially from international agencies, which distorts data reality and increases pressure on an already over-pressurised data system. It also serves to deepen a sense of panic and consternation about the state of gender data and statistics in the country. For example, the DWYPD recently received a request from UNECA for the number of hospital beds occupied due to GBV in the country. Whereas this is an important statistic, pressure for its collection in a country where not even the District Health Information System is disaggregated by sex, becomes quite unrealistic.

In South Africa, like elsewhere, the primary sources of gender data are questionnaire surveys and censuses, administrative data, and non-traditional data source such as big data. Figure 4 summarizes these data sources and associates them with the producer groups associated with them.
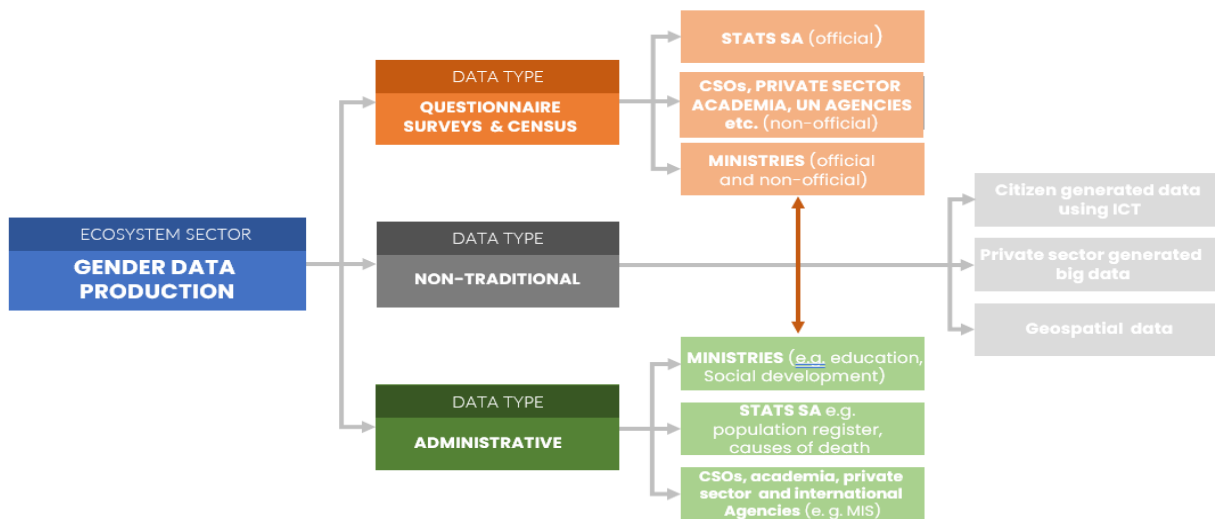
Figure 10: Gender data sources and their associated producers

It is important to note that even though ministries/government departments primarily produce administrative data, some also implement specialised questionnaire surveys e.g., the DBE survey on violence in schools, while others use questionnaire surveys completed by sub-groups of their target populations as the basis for populating their administrative registers e.g., private college enrolment data for inclusion in the Higher Education Management Information System (HEMIS) managed by the Department of Higher Education and Training (DHET).

Gender data is produced and used by a wide spectrum of actors in South Africa ranging from the official statistics produced by Stats SA and some ministries to Big Data and data generated by civil society organizations (CSOs) and international agencies e.g., UNFPA at the community level. At a very basic level, all government departments and entities must track the extent to which they adhere to the provisions for gender equality in the Government. Through this framework, departments need to track the extent to which their staff profiles at all levels conform to the basic demographic profile of the country. The annual Gender Equality Strategic Framework Survey conducted by the Department of Public Service and Administration (DPSA) collects this data from all ministries and government entities. In some instances, this is where departmental commitments to gender data and statistics stop. The Survey found that very few departments report on gender indicators being included in the departmental strategic and annual performance plans, as well as in monitoring and evaluation processes[43].

Several departments, primarily those in the social cluster, are doing significant work in advancing the production, reporting and use of gender data. Many of these government actors are not only producers of gender data, but also users. Their use patterns vary depending on the thematic area that they are responsible for, but also over time as their annual work program targets change. There are several departments which self-identified during the study as not concerned with gender data issues, which should perhaps become more concerned, e.g., the Department of Water and Sanitation (DWA).

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43 DPSA 2018. Beyond numbers, mainstreaming gender in the Public Service. A presentation made at Statistics South Africa as part of the Girls at Pitt consultative process.

Extent of production and use	Primarily user	Users and producers	Primarily producer
Heavily	DWYPD, CGE, DPME, NPC	DBE, DHET, DOH, DSD, DHA	STATS SA
To some extent	HRC, Academia, media, DBSA	Parliament, provincial and municipal Governments, DTI, DEL, NDT, NT, DAFF, DHS, DPSA, DSBD, DOT, DTI, CSOs, international entities.	HSRC, MRC
Marginally		Water Affairs, COGTA, DCPS, DEF, DSPAC	

Figure 11: Current gender data users and producers in the gender data ecosystem

3.3.2 Data production

Household survey and census data

South Africa has a relatively strong NSO that is comparatively well-resourced on predominantly state funding. Despite this, recent fiscal measures to reduce the public sector wage bill, as well as general expenditure across government, has started to negatively impact on data production. Two important data collection exercises - the time use survey and the income and expenditure survey data collection - are now overdue and the necessary financial resources to conduct these surveys have not yet been identified. More recently, the COVID-19 pandemic resulted in the cessation of face-to-face data collection for several months, which resulted in important collections being delayed or not taking place at all. With regard to gender data, one of its primary sources, the GHS 2020, was executed with a reduced sample size, using a different mode of collection (CATI), which resulted in challenges in aligning it with its time series. The results have not yet been published even though the planned publication date was May 2021. The delays in collecting this data will result in the late publication of the gender series report for 2021 as well as the inclusion of fewer indicators in the report due to a smaller sample size. The Department of Basic Education (DBE), which relies on education statistics from the GHS, particularly mentioned teenage pregnancy rates as an urgent data item that is needed from this survey.

According to Stats SA, the whole statistical value chain has been engendered. This includes topic selection; 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, and dissemination. In 2015/2016, all the existing survey tools and questionnaires used in the demographic and social as well as economic statistics branches were reviewed to ensure that they were gender responsive. Since then, the Gender and Marginalized Statistics Unit is included in all internal stakeholder consultations to ensure that survey tools as well as statistical reports are gender responsive.

Table 3 summarizes the most important gender data sources as produced by Government and Stats SA and most widely used in South Africa.

Table 3: Most important questionnaire survey gender data sources and associated data products

Survey	Periodicity and years collected	Content	Gender data products and sex disaggregated analysis	Periodicity and date of most recent publication
General Household Survey	Annually since 2002.	Household socio economic circumstances; individual education, socio economic circumstances, asset ownership and ICT	Sex disaggregated GHS report. Gender series. Marginalized group series;	Annually; 2019.
Quarterly labor force survey	Annually 2002-2007; quarterly since 2008	Labour force statistics	Sex disaggregated Quarterly labour force reports; survey of self-employed; survey of school to work transition; youth labour;	Quarterly 2021; special modules once every five years
Time use survey	2000, 2010	Time use statistics	Survey report	2010
Governance public safety and justice survey	Annually since 2018/2019. Preceded by the victims of crime survey 2009/2010 to 2017/2018	Crime victimization and attitudes towards the criminal justice system; Attitudes and perceptions on human rights and governance.	GPSJS report with sex-disaggregated analysis	Annually
Domestic tourism survey	Annually since 2008	Domestic travel for all purposes including leisure, business, visiting friends and relatives, etc.	Sex disaggregated data in DTS report	2020
National Household Travel Survey	Periodic; 2003; 2013; 2020	Individual and household travel patterns and use of public transport.	Sex disaggregated data in NHTs report	2021
Demographic and health survey	Periodic; 2003, 2016	Maternal and child health, domestic violence; ageing; biomarkers	DHS indicator and full report	2016
Income and expenditure survey	Periodic; 1995/1996; 2000; 2005/2006; 2010/2011;	Household income and expenditure; poverty	Reports with income and expenditure estimates	2010/2011
Living conditions survey	Periodic 2008/2009; 2014/2015;	Poverty and inequality	Reports with poverty estimates	2014/2015
Commercial Agricultural Census	Periodic: 2002; 2007;2017	Agricultural production by commercial producers	Report with some sex-disaggregated data	2017

Survey	Periodicity and years collected	Content	Gender data products and sex disaggregated analysis	Periodicity and date of most recent publication
Housing and population census	Every ten years; most recent 2001; 2011; upcoming 2021	General socio-economic conditions of households; individual employment and education.	Census gender monograph	2011
Survey of municipalities	Annually	Basic data about municipal and local government employees.	Sex disaggregated local government employment data in report.	Annually, 2019
School monitoring survey	Periodically, 2011, 2017, 2022	Periodic reflection on what is happening in the system. Special focus on school safety 2022. Sex is always available as category	Survey report	When conducted, 2017.
Gender Equality Strategic Framework survey (GESFS)		Data about gender equality progress in the public service. HR information about all civil servants	Survey report.	Published annually, 2019
School safety and violence survey	Periodic, 2012	Experience of violence and feelings of safety by learners and educators	Survey report	2012

Besides the government-produced data sources listed above, the national income dynamics panel survey[44], produced by the University of Cape Town (UCT) and paid for by the Department of Planning, Monitoring and Evaluation (DPME), provides important insights into changes in the same households over time and has been analyzed from a gender perspective as well.

All these questionnaire surveys that provide basic gender and sex disaggregated data are conducted regularly and for the basis of the country's reporting on national as well as international commitments e.g., Agenda 2030 and Africa Agenda 2063.

Data quality gaps questionnaire surveys and census

Stats SA has a statistical quality assurance framework[45]. Its development is based on international best practice and the principles are applied throughout the statistical value chain of household and census survey data.

The assessment questionnaires asked respondents to evaluate available gender data against the standard dimensions of statistical quality namely quality criteria of relevance, accuracy, timeliness, and coherence.

According to participants in the assessment, the gender data produced by Stats SA meet most of the quality criteria of accuracy, interpretability, and coherence. However, some respondents had problems with its relevance, accessibility, and timeliness.

In the case of relevance, the concern was about the insufficient disaggregation of data to adequately reflect and measure intersectionality. Samples sizes are relatively too small to measure statistical rare events e.g., teenage pregnancies, especially if sub-national estimates are required. Statistical

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44 National Income Dynamics Survey, reports, and data. Available from http://www.nids.uct.ac.za/, accessed November 20th , 2021.
45 South Africa Statistical Quality Assurance Framework. Available from http://www.statssa.gov.za/standardisation/SASQAF_Edition_2.pdf

reports will be much more useful if they generate national and international reporting indicators as a matter of course. This will enable users to extract this information without having to request a special data analysis.

Timeliness was a problem because of the gap between data collection and survey reporting with the gap between successive surveys considered too big. For example, the time use survey data was last produced in 2010, the gap between the two DHS surveys conducted thus far is 13 years, and some household surveys such as the GHS are only available annually whereas a quarterly survey would have been more useful to stakeholders.

Data accessibility was singled out as problematic because the Stats SA website is considered difficult to navigate and not user-friendly. Some respondents indicated that they already know when they start a search for data that they will not get it quickly. Several respondents also felt that the available reports and press releases on gender statistics are considered of good quality, but difficult to understand and use. The products and information on the site are also not accessible to the public. Even though there is a dedicated gender webpage, it is not updated regularly and new publications are not immediately evident when the page is accessed. For example, even though two gender series reports on economic empowerment have been developed only the first in the series is highly visible on the webpage.

Examples of excellent data initiatives that meet the timeliness and level of geographical disaggregation requirements include the South Africa National Aids Council (SANAC) GIS-based information system that combines census and administrative data. Maps are generated real-time and use a combination of census, community survey, HIV-AIDS prevalence, and real-time health facility data to enable planners to design specific interventions for specific areas/wards.

Administrative data

South Africa has several excellent administrative data sources that can be used to generate gender statistics. The DPSA Persal system, the population register (jointly managed by DHA and Stats SA), causes of death register (jointly management DHA and Stats SA), EMIS managed by DBE, and HEMIS managed by DHET can be singled out for their commitment to progressive standardization across provinces, improvements in relevance, completeness, data quality and availability, and actively pursuing cross-comparisons and interaction with other data sources. The latter is not only important from a validation perspective but to also enrich data on and the understanding of the situation of girls and boys and women and men who participate in the education system. Table 4 summarizes the main administrative data sources that serves as gender data sources.

Table 4: Most important questionnaire survey and census gender data sources and associated data products

Administrative data source (owner)	Periodicity and years collected	Content	Gender data products and sex disaggregated analysis	Periodicity and date of most recent publication
Population register (DHA and Stats SA)	Continuous	Births and deaths	Sex disaggregated birth and deaths data	2020
Causes of death (DHA and Stats SA)	Continuous	Causes of death	Sex disaggregated causes of death of Causes of death release.	2020
LURITS/EMIS (DBE)	Administrative: Annually with intermittent updates	Comprehensive data about learners in the basic education system	School realities report. Education statistics in South Africa	Annual; 2019 Discontinued. Annually until 2016
SA SAMS (DBE)	Annually	Comprehensive policy aligned data system on school administration and management	Specialized reports by policy owners.	Annually.
HEMIS (DHET)	Administrative: Annually with intermittent updates	Comprehensive data about learners in the higher education system	Statistics on post-school education and training in South Africa. PSET monitoring report provides sex disaggregated data.	Annually, 2019 Biennial, 2021
Socpen (DSD)	Administrative: Continuous	Social grants beneficiary data by sex	Basic beneficiary data published in annual report.	Available on demand.
NISPIS (DSD)	Administrative: Continuous	Social development data sets linked by ID number; Covers all support and social protection interventions delivered by DSD and linked with other data sets e.g., SOCPEN, LURITS	Used for case referrals and ensuring integrated service delivery for those in need.	Available on demand.
PERSAL (DPSA)	Administrative: continuous	Contains basic HR information and payroll of government personnel	Annual reports and reports on demand	Annually and available on demand

Administrative data source (owner)	Periodicity and years collected	Content	Gender data products and sex disaggregated analysis	Periodicity and date of most recent publication
Employment register (DEL)	Administrative: continuous	Contains information about workers and those registered for UIF, and other employment related social protection schemes	Annual reports and reports on demand	Annually and available on demand
District health information system (DOH)	Administrative: continuous	Preventative and curative health care activities delivered per individual served at all types of health care facilities	Annual reports and reports on demand	Annually and available on demand
Gender specific registers e.g., maternal and child health (DOH)	Administrative: continuous	Maternal and child health services provided.	Annual reports and reports on demand	Annually and available on demand

South Africa has a strongly decentralized administration system and includes three spheres of government namely the national, provincial, and local/municipal levels.

At the national level where most departments play a strategic guidance and planning role, different policy owners determine which administrative registers they need and what kind of data will be collected for monitoring purposes. Several respondents indicated that they must constantly guard against sacrificing quality for the sake of including more variables in their data systems (quantity). The more data elements are included in a register the more likely it will be to suffer from incompleteness and general poor quality. To illustrate this point, the DHIS consist of 400 elements and any additions are likely to compromise the quality of these existing indicators.

Most departments have gender focal persons who develop gender policies for their departments and are responsible for ensuring that activities in these departments are sufficiently engendered and monitored. The gender focal points meet quarterly and follow the guidance provided by the DWYPD.

In some instances, such as the DBE administrative data, most of the individual requirements of policy owners are combined into one data system namely the South African School Administration and Management System (SA SAMS). In other instances, such as Department of Social Development (DSD) DSD and Non-destructive Testing (NDT), each department in the ministry has its own policies and takes responsibility for monitoring those policies.

Even though the procedures used for data requests from outside the departments vary, most prefer a single point of contact such as the monitoring and evaluation (M&E) department or another unit to receive and process all such requests.

For example, in the DHET, the Social Inclusion Directorate acts as the intermediary between users and producers of statistics. It receives requests for information and then reaches out to the different branches in DHET to provide them with the required information. Once the data is received, the Social Inclusion Directorate prepares a report and gives it to the user. Standard reports are also generated and these are based on templates received from different departments. Quantitative information requests are usually managed through HEMIS. However, some users require qualitative information and this is obtained from the responsible official in the relevant branch. The turnaround

time on these requests varies and is difficult to predetermine as it is sometimes difficult to access the required information. The Social Inclusion Directorate is not allowed to approach institutions of higher learning directly to get information – they must work for the relevant branch.

DHET has set mechanisms in place to update/change HEMIS so that frequent data requests can be integrated in the standard reporting process and identifying other ways to reduce response times. Generally, changes in the register format take long to implement. For example, DHET recently worked on improving the disability reporting data by better defining and standardizing the response categories. After more than a year of consultation and deliberation, the new standards were finalized and disseminated. Institutions of higher learning were then given a maximum of two years to modify their information and administration systems to provide this information in the new standardized format.

Most project implementation and service delivery takes place at the provincial and local municipal levels with different kinds of data systems at each of these two spheres. Each **provincial government** has a gender focal point who is usually based in the office of the premier. Their responsibility is to monitor the implementation of gender programs, sanitary dignity programs, and gender plans of departments in the province. They also provide strategic guidance – for example, at the time of the assessment, the gender focal point of Limpopo Province was busy developing a GBV and Femicide Strategy through the Province's Social Development Department. Once approved, the gender focal point will be responsible for monitoring it. The focal point is generally the user of gender data at the provincial level, while the various departments in the provincial government are the producers of data. Data is formally requested from HODs via the office of the Director General and data is generally received although of varying quality.

Some of the national administrative data systems such as the DEL are dependent on provincial data systems for compiling their national data base and reports on employment and associated employment benefits. Others such as DBE, DHET and DOH have systems that feed information directly from education and health facilities via the district and provincial offices to the national database. The provincial focal points also receive assistance from the provincial Stas SA offices that provide them with census and survey data for reporting purposes.

Any data and information systems that are based in **local municipalities** are linked to the National Department of Cooperative Governance and Traditional Affairs (COGTA) via the provincially-based Cooperative Governance Human Settlements and Traditional Affairs Departments (COGHSTA), which do not report to the provincial premier, but rather to the national DCOGTA and DHS. Each municipality has a gender focal person who generally attends the provincial gender forums for information exchange and capacity building purposes.

The provincial offices of the Commission of Gender Equality carry out advocacy in and outside government, provide research, training on doing gender analysis, and legal support. They are primarily users of gender data and source data from Stats SA, provincial, and municipal governments. According to the provincial offices, gender statistics and indicators are not sufficiently included during the IDPs at the municipal level. For example, in Limpopo only two out of eight municipalities have gender disaggregated data in their IDPs. Service delivery must respond to problems experienced by diverse groups including gender, but this is difficult to plan for and monitor without gender data and statistics. The municipalities tried to rationalize data collection at the local government level but the work did not progress due to resource constraints.

The assessment identified some examples of good practices including the engagement of DBE with other departments to link their data sets. EMIS started engagement with DHA in 2010 to link the population register data with learner data. Even though it took a while, real verification only started in 2012 and that relationship has now grown over time with benefits to both partners. DHA used the learner ID data to verify its own data and the creation of the learner unit record data in LURITS created additional opportunities to work with DSD and SASSA and link leaners via their ID numbers to the social grant dataset. This in turn enabled an in-depth analysis of school attendance and grant

receipt. Learners not attending school were identified and the DSD social branch could intervene. Orphan data as gleaned from self-reporting in SA SAMS has been triangulated with the social grants system to determine whether the children are adequately supported. Additional protocols with the DOH (Social Cohesion Branch) provide EMIS unit-level data for the implementation of the school health programme. DBE also recently entered an agreement with DHET for linking leaners as they transition from basic to higher education. Since the enactment of the POPI act in 2021 and additional legal requirements for the protection of personal information, DBE has developed a guideline on how data confidentiality should be protected when provided to internal and external users.

The second example comes from DHET. The Department is currently busy with a systematic analysis of gender issues using HEMIS and other data to inform its policies and strategies. This data will be published in the form of a gender fact sheet by March 2022 and will become an annual publication. After the first issue is published, DHET will engage with users to establish whether the product meets user needs.

Data quality gaps of administrative data

Of all the administrative data systems that are consistently producing sex disaggregated data, only the EMIS data collected by DBE has undergone the South African Statistical Quality Assessment Framework (SASQAF) process. The reported crimes data set as collected by the South African Police Services (SAPS) has also gone through a quality assurance process but the data currently does not provide regular and sufficient sex disaggregation. The DHIS is also considered of good quality but the data cannot be disaggregated by sex and age, which is a major impediment for gender analysis.

Most of the participants who took part in the assessment found administrative data sources important and useful, but also identified several problems and frustrations related to its use. These obstacles varied according to user needs, the nature of data sets and data systems, and management practice differences of the various producers of administrative data sets.

One of the first problems mentioned by the DWYPD was that users that do not produce their own data and are completely dependent on other producers do not find it easy to get data. Since annual workplans of the various departments are not adequately engendered and plans are not gender responsive, routine administrative data reports do not adequately reflect the gender dimension. As a result of this, special data requests need to be made to the data owners of these administrative data sets for most of DWYPD's national and international reporting needs. Even though these data requests are usually urgent, the process is very bureaucratic and time consuming. These requests are often not responded to and when they are, they are delivered late or not in the format requested or in the required quality. According to respondents, the underlying causes of this unresponsiveness are lack of know-how, lack of interest, and reporting fatigue.

In some cases where good data exists, access is problematic. The Department of Trade, Industry and Competition (DTI) was identified as one such a department with good quality gender data, but complex and poor accessibility.

During the pandemic, DWYPD wanted to analyze government incentive schemes from a gender perspective. The Department was told that the data is not sex disaggregated, but that it can use the ID numbers to check who received what. This turned out to be very time consuming and complicated. There is therefore an evident need for simplified solutions.

Two administrative data systems have been singled out by gender data users as being particularly unresponsive and poorly maintained: DHS and DSD (e.g., early childhood development – ECD, general welfare, access, social security pension – SOCPEN, etc.). DSD has a lot of gender-relevant data but is considered to not be gender responsive as most of its data is not sex disaggregated. This makes it difficult to generate appropriate reports from the system. Some data sets are so complex that the developers must spend a lot of time adjusting their systems to create the necessary reports.

There is huge potential for inter-registry linkages in DSD, but the National Integrated Protection Information System (NISPIS), which was conceptualized to do this, has been struggling to get off the ground.

Both EMIS and HEMIS have extensive data validation systems in place which identify potential errors as the users enter them into the system. Audited data is required for the HEMIS process and in the case of TVET colleges, a sample of the data is validated. Whenever the State Information Technology Agency (SITA) is uploading information, it also validates a sub-sample of the data.

In the case of the DHIS, training and mentoring have helped to improve data quality and web systems introduced in 2017/2018 have helped to improve quality. For the DHIS, quality assurance takes place at the sub-district, district, and provincial levels. These checks also take place throughout the month. These linkages and the high availability of ID numbers have enabled DOH to work closely with DHA to track patients using ID numbers. This is important in the case of TB and HIV etc., where follow ups are needed and to check whether patients are deceased or not.

Indicator requirements and indicator gaps

UN Women monitors the reporting of 122 gender-responsive indicators in the Agenda 2030 framework. According to this database, 54.1% of these gender-responsive indicators were not available/reported on by South Africa. This is lower than the ESA regional average of 62.1% not available. South Africa was a high achiever on 21% of these indicators, which is significantly better than the regional average of 7.1%. More details on the 122 indicators and South Africa's ranking on it can be found in Annexure 4.

Table 5: Classification of South Africa's reporting on the SDGs on 122 gender responsive SDG indicators as per the UN Women data base, December 2020

Assessment of indicator value	Percentage South Africa	East and Southern Africa
Low achiever	12.3	20.5
Medium achiever	13.1	10.3
High achiever	20.5	7.1
Not available	54.1	62.1
Available	45.9	37.9

Stats SA compares and updates an indicator framework which integrates the indicators from the NDP, Agenda 2030, and Africa Agenda 2063. The detailed framework for SDG 5 on gender equality and women and girls empowerment can be found in Annexure 6[46]. All other Goals (most of which contain indicators that are considered gender-responsive) can be found on the Stats SA website at http://www.statssa.gov.za/?page_id=13946.

According to this indicator framework, 77% of the indicators do not have a data source. Most of these come from the NDP indicator framework (80.6%). Given that Goal 5 in the framework corresponds with the SDG 5, most of the NDP indicators about discrimination and Black Economic Empowerment (BEE) may be better placed under Goal 16, which deals with governance and issues of discrimination. It may also be in the interest of the NPC to study the GPSJS questionnaire as there are several questions that can be used to generate indicator information for issues around BEE and discrimination.

Specific gender data gaps identified during the assessment

A general observation was made that reporting and indicators are often based on what is available rather than the ideal indicators to measure a specific phenomenon. For example, one of the interventions that is needed is to assess babies for disabilities from an early age. Due to lapses in the system, disabilities are only measured at the school level by which time it is often too late.

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46 Integrated indicator framework Goal 5. Available at http://www.statssa.gov.za/?page_id=13946 and accessed on 27 November 2021.

Specific gender questionnaire survey data collections that need to take place include:

i. GBV prevalence data

ii. Time use data

iii. Economic participation particularly land ownership, access and use.

iv. Gender pay gap

v. Teenage pregnancy

vi. Women and girl's health

vii. Inclusion of non-binary classifications of sex in all data systems

viii. First people data on the Khoi and San is required for international reporting

ix. School safety and violence data

Intersectionality is currently not adequately reflected and needs to be considered across all the following variables as part of data analysis: disability, age, socio-economic status, ethnicity, and rural/urban. It. Without this additional disaggregation, it is difficult to see the most marginalized groups in the data. Rural versus urban comparisons are always needed for reporting purposes and are also important when assessingpoverty, hunger, and food insecurity.

The following administrative data collection gaps need to be addressed:

i. Linking DOH data with DSD data for example on work done at Tutuzela Centers will enable analysis that can be used for planning and policy formulation.

ii. Police collect GBH or murder data but lump everything together and cannot always distinguish between homicide and femicide. There is also no circumstantial data that will enable a more detailed analysis to inform policy and strategy formulation. Sexual offences data is collected and disaggregated, but not localized enough to enable a proper understanding of what is happening on the ground.

iii. Linking of offenders across the different data sets of the criminal justice system is essential as the country is expected to report on the whole process.

iv. DHIS needs to include the sex and age variables and data should be consistently disaggregated by sex.

v. Link underage births to the justice system and associated rape against minors.

vi. More support is needed around measuring the level of effectiveness in measuring instances of sexual harassment and abuse – SA council of educators needs to be involved, especially if the perpetrator is an educator. The protocol of reporting sexual harassment and abuse must be included in SA SAMS and linked to Justice, MOH and DSD.

3.4   Gender capacity gap assessment

3.4.1   Introduction

The assessment used the CD4.0 conceptual framework to identify capacity gaps. The framework consists of five targets: resources, skills and knowledge, management, politics, and power and incentives. Resources include the human, physical, financial, and legal means necessary to produce statistical outputs, while skills and knowledge combine the cognitive and non-cognitive abilities to execute activities as well as the extent to which regulations or procedures are known and used. As part of the management component, the combination of skills, knowledge, and other resources to produce an output are considered. Politics and power encompass the formal or informal interactions among individuals and organizations, which reflect the dynamics of the system. Finally, incentives comprising the motivations driving interactions and actions of individuals and organizations in the system are considered.

3.4.2 Resources
Human resources

Stats SA has a dedicated Gender and Marginalized Groups Unit situated in the Social Statistics Chief Directorate and which is responsible for the production of gender statistics. The Unit was established in 2013 and currently has four permanent staff members. Even though they do not have staff members particularly dedicated to gender statistics, all Chief Directorates in the Demography and Social Statistics Branch produce sex disaggregated data in their publications as a matter course. Some Chief Directorates such as the Poverty and Demography Chief Directorates sometimes produce statistical reports that are specifically about women or that cover other gender issues.

The main tasks of the unit include:

• 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 NSO

• 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 forum for discussing gender statistics

The Stats SA SANSS team does not have enough staff to support the whole statistical system, including that of gender statistics.

The institutional arrangements across ministries and other government entities related to gender and gender statistics are variable. According to the DPSA, most government departments have established gender units, mostly headed at Chief Director Levels. However, there is no uniformity in staffing and technical expertise and little or no provision for staff dedicated to M&E, research and or statistics. According to the guidelines of the National Policy Framework on the Empowerment of Women and Gender Equality, gender units and focal points should be in the Office of the Director General/Head of Department

Even though the ministry of Women has a dedicated and funded M&E and research unit, both the human and financial resources available are inadequate for all the national and international reporting requirements. Several respondents from other ministries indicated that there is need to strengthen the statistical capacity of the DWYPD. For example surveys such as the DHS need special statistical skills to do the complex data analysis. The DWYPD also does not have the necessary IT infrastructure to work with large volumes of data.

Most of the administrative data systems have the requisite IT infrastructure for an operational and functional system.

Financial resources

Budget cuts implemented across government since 2015/2016 have also affected Stats SA. The reduction of available resources has not only affected staffing, but also production activities related to data collection. Less than 1% of the Stats SA 4.5-billion-rand overall budget for 2021/2022 is directly allocated to the gender statistics directorate. However, given that the directorate is dependent on survey data produced by other directorates, the actual amount of money spent on gender statistics is much higher since the 1% does not include resources allocated to the collection

of the primary data sources used to generate gender statistics. All these respective allocations have remained relatively stable despite general budget cuts affecting Stats SA during recent years. No financial resources have been available for gender specific data collections such as the time use survey, poverty, inequality and a GBV prevalence survey for several years. With the recent establishment of the Presidential Task Team on GBV, sufficient resources were earmarked for the execution of the GBV prevalence survey which is currently in advanced stages of planning. The DBE has not managed to institutionalize its comprehensive school safety and violence survey due to limited financial resources.

In the Ministry of Women, 63% of the 2021/2022 budget was earmarked for youth development, 2.6% for persons with disabilites, and the remainder on general departmental activties and women. The Commission for Gender Equality (CGE) is a Chapter 9 institution which is tasked with promoting gender equality and challenging patriarchal stereotypes through advocacy and capacity building. The Commission's projected expenditure for 2020/21 is R89.9 million.

In other ministries with indirect gender deliverables, costs associated with gender statistics are included in the monitoring, evaluation, research, and administrative data source budgets.

Normative frameworks

At the international and regional level, South Africa is a signatory to the Beijing Platform for Action, CEDAW, Agenda 2030, the Africa Union (AU) Agenda 2063, and the Southern African Development Community (SADC) Gender Protocol. All these international treaties have statistical reporting obligations.

Both the consitution of South Africa as well as the NDP: Vision for 2030 have very clear gender perogatives all of which need data to support their effective implementation and monitoring. The CGE argues that the NDP 2030 is not sufficently engendered and has provided inputs towards improvements for the next iteration of this plan.

The South African national gender equality policy, the national policy framework for women empowerment and gender equality was adopted in 2000. The DWYPD is the custodian agency and coordinator of the implementation of the provisions of the policy. Its specific references to gender data and statistics include: the need for an effective process of production and utilization of gender disaggregated data and statistics; gender disaggregated data that reflects the relevant situation and problems and concerns of women and men; gender disaggregated data and statistics are reviewed and updated regularly for use in programme development; planning and implementation; and adequate capacity (human and financial) for the collection, analysis and dissemination of gender-related statistics (particularly by Stats SA). The policy framework includes a chapter on monitoring but the DWYD developed a more comprehensive draft gender indicator framework scheduled to be finalized in 2022. All departments must submit annual plans and reports on the implementation of the Gender Equality Strategic Framework Implementation Plan (GESF) that monitors progress

Table 6: Summary of the Stats SA integrated indicator framework for gender equality

Assessment of indicator value	Number of indicators	Percentage of indicators
Total integrated indicator list	48	100.0
Indicators without data source	37	77.1
SDG Indicators (includes domesticated indicators)	17	35.4
SDG indicators without data source	8	47.1
SDG Indicators with domesticated definitions/values	3	6.3
NDP indicators	36	75.0
NDP indicators without source	29	80.6

with regard to gender equity targets in government. The template includes indicators across five outcomes ranging from the empowerment of women in the workplace to the inclusion of gender-related activities and monitoring in the department's activities and workplans.

Stats SA has developed an integrated indicator framework (IFF) which links Agenda 2030, Africa Agenda 2063, and the NDP. The DWYPD has developed a gender indicator framework, but this has not yet been integrated into the IIF. The MSGIA has also not yet been reflected in the IAAG.

Standardizing gender concepts and definitions across the data ecosystem is important. There are still gaps in this respect across the system - not all the gender and social statistics concepts and definitions are clearly defined, especially across different spheres of government.

3.4.3 Skills and knowledge

Investment in national statistical capacity is central to improving the quality and timeliness of gender data. Most respondents to the assessment indicated that there is limited technical capacity and understanding of some of the gender statistics issues at all three spheres of government. Even though Stats SA used to offer statistical training, this service has been discontinued.

Specific training needs that have been identified include:

- Data analysis and disaggregation

- Basic 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 surveys and administrative sources

- Production of specific gender indicators

- Presenting gender information to users

- Gender data use

The respondents suggested that such training should be rolled out as part of the Government's training structures.

3.4.4 Management

There is considerable management support for gender statistics within Stats SA. This is evidenced by the establishment of a dedicated Gender Statistics Directorate and the incremental growth of gender-related publications produced not only by this unit but also by other chief directorates in the organization such as demographic statistics and poverty statistics. Over the past five years, Stats SA has been subjected to significant budget cuts from the National Treasury. It is significant that despite enormous pressure to downsize and consolidate statistical production, this directorate and most of its products were allowed to continue. As indicated previously, when vacant posts were not filled, pro-duction in this unit could still continue due to of the movement of statisticians from other directorates as well as staff secondments.

Furthermore, when all survey tools in both the economic and demographic and social statistics branches in Stats SA were evaluated for gender responsiveness (2016/2017) the process received unequivocal management support and cooperation.

3.4.5 Politics and power

Generally, Stats SA is well respected and relied on by other government departments. Years of emphasis on evidence-based decision making especially by the DPME has gradually tipped the balance of power in favor of Stas SA as the preferred supplier of data and statistics. However, during the final years of the previous Statistician General when Stats SA took on a stronger policy and advocacy role based on its own data, the political climate around the department became a bit

more strained. This was partly due to the increased risks associated with the potential alienation of key decision-makers in government. The current Statistician General has adopted a more neutral stance with regards to policy advocacy on data use by Stats SA itself.

According to respondents there is a leadership issue – power and politics at play in the broader social sector (unspoken hierarchy of importance of various vulnerabilities/marginalization types) as well as in the social sector viz -a-viz other sectors of government. Intersectionality is not adequately reflected and cannot be properly dealt with in the current administration system characterized by silos, territory, and power.

Political will has a strong role to play in availing the tools necessary for mainstreaming gender and there is a strong association between what is happening in the general gender quality operational sphere and gender data and statistics. According to Ramparsad (2020) the power dynamics at the Ministry of Public Service and Administration and the general culture across government impedes the implementation of gender equality within government as well as in projects implemented by the Government. This is attributed to the effect of the bureaucratic system on departmental staff, whereby power is ultimately regulated by ranks in the bureaucracy that either generally enable or disable the success of gender projects and projects at state departments. By implication, this can be expanded to the data/monitoring and evaluation components of these projects. Resource allocation and accountability patterns are also likely to follow these power relation patterns. The DPSA itself in a discussion on mainstreaming gender in the public service attributes slow progress to the isolation of gender units away from the offices of HODs.

According to respondents of the survey, coordination and collaboration in departments varied a lot. In some cases, concerns were being raised about data production taking place in silos and in other cases that teamwork is valued and encouraged when working with data and statistics. However, most departments do not produce their own data but make use of secondary data produced by Stats SA or other government entities. In those cases, the process to access administrative data collected by other ministries has proven to be tedious and bureaucratic. It is often personal relationships and networks that will determine success in getting access to the data.

In South Africa, the ministries of agriculture, basic education, higher education, ministry of health, labour, planning, social development, women, youth and persons with disabilities, home affairs, justice and rural development, and land affairs all produce sex-disaggregated, and in some cases, gender data. At the provincial and local government levels, sex-disaggregated data is also produced in register format. The coordination of gender statistics work in the NSS/data ecosystem is primarily the task of Stats SA and there are currently no formal coordination structures for gender statistics besides those created for SDG 5 as part of Stats SA's SDG monitoring and data initiatives. MWYPD is responsible for advocating for the use of gender statistics and lobbying the relevant programmes and bills related to gender statistics. However, the Ministry sometimes also plays a coordination role. For example, the Ministry coordinated the development of a gender-responsive planning, budgeting, and M&E process across government.

Better integration and access to other data sets take a lot of work, time, and effort. In the case of DBE, relationship-building with DHA took a lot of time and investment. Several issues had to be resolved such as what data is available, who is responsible, MOUs, reluctance to share administrative data (security issues, concerns about what the data will be used for, whether results will be made public, and issues with the quality of the data, etc.). However, the process provided important breakthroughs. Unit-level data created an opportunity to see a child holistically – birth, health, education, and opportunities for systems integration.

Most departments collaborate with Stats SA to consult on definitions, concepts, and methodologies for data collection; set priorities for data collection; verify the quality of data collected; compile and analyze data and disseminate statistics; compile data and verify the quality of data collected.

With regard to the formal coordination of gender statistics, there are no gender statistics provisions

in the Statistics Act, nor any specific regulations specifying the collection of gender information besides those contained in the national gender policy framework. Gender considerations are not represented in the Statistics Council that oversees Stats SA.

3.4.6 Incentives

Most survey respondents indicated that dealing with statistics specific to gender increases their work satisfaction and self-motivation. Gender statistics-related work does not have an impact on their salaries but in some cases, the respondents indicated that this work gives them more visibility and provides them with career opportunities or potential career trajectories. However, in most instances this is not recognized as a potential incentive.

Generally, there are no other incentives in place across government to ensure the retention of statisticians in general and gender statisticians in particular. In fact, during recent austerity measures aimed at reducing public sector expenditure and particularly the wage bill, no vacant posts were filled. In Stats SA, vacancies were highest in the statistical analysis and production branches with economists and statisticians in a better position than most other officials to find jobs elsewhere. While vacant posts were not being filled it created an imbalance and shortage in some directorates of these skills. Even though the Gender and Marginalized Groups Directorate was also affected by vacancies, it managed to replenish its numbers through internal movements and the secondment of statisticians from other directorates.

4 Conclusions and Recommendations

4.1   Introduction

The study made use of the PARIS21 framework for the assessment of gender and capacity gaps. The overall participation of ministries and other entities in the assessment process was less than expected, but this corresponds with what was found in similar assessments done during the pandemic in neighboring countries Malawi and Mozambique. Most importantly, the key departments which are currently using and producing gender statistics actively participated and provided a rich set of reflections on what is currently working and not working in the system.

The findings of the assessment can be used by Stats SA, DWYPD and UN Women to support further development of the gender statistics system in South Africa.

4.2   Conclusions and recommendations

4.2.1   Production environment and normative frameworks

Conclusions

The environment in which gender statistics is produced can either facilitate or hinder its production. Various elements including the institutional and legal, guidelines, strategies, frameworks, sector plans and resources are considered essential to making national statistical systems supportive and inclusive of gender data and statistics production and use.

South Africa has a well-developed statistical infrastructure relative to other countries in the region and Stats SA is a well-respected coordinator and producer of official statistics in the data ecosystem. The Statistics Act of 1999, which spells out the role of the Statistician General and the Statistics Council, also adheres to international standards and best practices by referencing the principles of official statistics. The Statistics Act Amendment Bill currently going through the process of official adoption will further extend the powers of Stats SA as a key player in developing the NSS and oblige departments to develop statistical development plans and invest in statistical production. Other normative frameworks already developed by Stats SA that impact positively on gender statistics include the SASQAF, Concepts and Definitions and other statistical production standards and guidelines such as standard operating procedures related to data collection and other activities in the statistical value chain. The Stats SA Concepts and Definitions publication is currently not comprehensive enough and needs to be expanded to include more gender statistics concepts, including definitions of sexual orientation and gender identity, among others.

Stats SA is one of the main producers of gender data and statistical publications. There is strong management support in the department to produce gender statistics as evidenced by the establishment of a dedicated Gender Statistics Directorate in 2013. Currently, the directorate has four full-time staff members and even though Stats SA has been affected by serious financial cutbacks and staff shortages since 2015, the redeployment of statisticians from other directorates has to some extent helped to fill the gaps and enabled the Directorate to survive. Other directorates not specifically dedicated to gender statistics also routinely produce sex-disaggregated data and sometimes gender specific reports as part of their statistical deliverables.

There is a dedicated budget and strategic plan for gender statistics in the Stats SA Strategic Plan (2019-2025) and the annual workplan of the directorate continues to include the Annual Gender Series and Marginalized Group Reports.

As the primary user of gender statistics, the DWYPD is plagued by issues of insufficient staff, inadequate IT resources for analyzing large data sets, and unresponsiveness of data producers across government. Consequently, South Africa sometimes come across in the national and international arena as having serious gender data gaps.

Even though the IIF compiled by Stats SA is a good step in the right direction, it is not yet specific enough to address national gender priorities. The indicators included from the NDP are more about discrimination and inequality in general than gender-specific and perhaps belong more under SDG16. The DWYPD has developed a national gender indicator framework. However, it has not been included in the IIF. The IIF also does not include the MSGIA indicators. One of the main causes of gender data gaps has been the limited inclusion of gender-related targets and indicators in departmental workplans and consequently reporting processes. There is also a perception that gender-related work and targets are 'soft' and less important, which signals the need for further advocacy and work on power imbalances.

There are currently limited gender statistics coordination mechanisms in the country besides the SDG5 working group. The ISC set up by the Presidential Task Team on GBV that was tasked to set up a permanent, multisectoral structure to coordinate the country's responses to GBV and may include some data coordination mechanisms which could be leveraged for this gender statistics thematic area.

Recommendations

Stats SA needs to review its Concepts and Definitions publication to ensure that all relevant gender concepts are included especially key concepts related to sexual orientation and gender identity. It is recommended that the DWYPD gender indicator framework be incorporated into the IIF of Stats SA. This indicator framework should be based on national priorities and should not only reflect data that is already available but also include indicators that best reflect progress on a particular issue. The formal adoption of the framework will then provide the impetus for further advocacy to allocate resources to the measurement of these indicators.

The constraints faced by the DWYPD are considerable. It is recommended that the current MIS be reviewed and expanded to include a whole range of data items beyond the national minimum set of gender indicators. Complimentary to the process of finalizing the gender indicator framework, a set of expanded indicators need to be identified. These should form part of the improved DWYPD MIS and need to be derived as a matter of course from relevant data sources, especially administrative data sources. Even if these indicators are not used for monitoring per se, they will need to feed into and form the basis of the DWYPD management information system. If the DWYPD can draw on these indicators when faced with data and information requests, it will greatly relieve their current reporting burden. The updated DWYPD MIS should be populated automatically via the State Information Technology Agency (SITA) if the source administrative data bases change and its interface should be user-friendly enough for a non-statistician to use and manipulate. Furthermore, the system must make provision for intersectionality by including multiple disaggregation. The data management, storage and ICT hardware constraints faced by DWYPD need to be further analyzed and addressed.

It is also recommended that Stats SA provides the necessary technical support to DWYPD to strengthen its statistical capacities and outputs.

The IIF needs to be expanded to include the DWYPD indicator as well as the MSGIA indicator frameworks. More advocacy is also needed around the IIF to ensure that it is adequately resourced, its measurement is prioritized at the local level, and that it is done at the required level of disaggregation.

Mechanisms must also be found to enforce accountability from all HODs at the national, provincial, and local municipal level to mainstream and monitor gender outcomes in a more purposeful manner in all their performance agreements, workplans and activities. The current positioning of the DWYPD in the Presidency should be leveraged to effect these changes. Gender interventions and gender statistics will continue to be served in a piecemeal manner unless gender imperatives are adequately integrated and reflected in all important policy documents.

To improve coordination of the production and use of gender statistics, it will be important to forge strong working relationships between the various producers as well as between users and producers. It may be possible to piggy-back on the current SDG coordination structure to achieve this and further institutionalize statistical coordination. The ISC set up by the Presidential Task Team on GBV that was tasked to set up a permanent, multisectoral structure to coordinate the country's responses to GBV and femicide may include some mechanisms around data coordination, which could be leveraged for the gender statistics thematic area.

It is essential that DWYPD and Stats SA strengthen their working relationship so that this work can move forward and to ensure that efforts around gender statistics are effectively coordinated. Experience elsewhere has shown that the formation of an inter-agency working group on gender statistics in the NSS provides a viable backbone for the development and expansion of a gender statistics system. This should also be considered as a possible approach for South Africa. Additional attention needs to be given to the location of gender statistics in the social cluster as many of the most problematic demands are currently in the economics sector. It will be important to mainstream gender statistics across all sectors.

4.2.2 Gender data gaps and data production

Conclusions

Stats SA conducts several household surveys that produce key gender and sex disaggregated indictors. The most important of these are the GHS and QLFS. Two annual statistical reports are produced based on the data collected through these studies: the Gender Series Report, which focuses on a different topic from a gender perspective every year. Examples of topics covered thus far include economic empowerment, education, transport, informal sector employment etc. The second annual report contains basic statistics about women, children, persons with disabilities and older persons. However, several data gaps pertinent to gender analysis were identified during the assessment. There are several gender questionnaire surveys that have not been conducted within the desired five-year or less time interval between surveys and the need for current updated data points in their time series is thus urgent. The most important of these are:

1   Time use survey

2   Poverty and inequality survey

3   Comprehensive school safety and violence survey

The GBV Prevalence Survey currently being conducted is long overdue. Once the data becomes available, it will be very important for it to be used to influence advocacy, policies, and strategies on GBV reduction and survivor support.

With regard to current data products produced by Stats SA, timeous as well as relevant data have been identified by users as needing attention. The producer-user consultations currently being conducted by Stats SA need to be expanded. Given the already long survey questionnaires and limitations on including more questions, a more deliberate rotation of data items with collection intervals of more than a year, clearly understood by users, needs to be further institutionalized and explained.

The interoperability of different administrative datasets has not yet been optimized. This reflects not only as a problem in the production environment, but also as a data gap in that these data sets are not easily accessible by all data users.

The EMIS and HEMIS administrative data systems have improved progressively over the years through hard work and dedication for the responsible staff as well as close collaboration with Stats SA. The necessary quality management systems are in place and the systems are continually being interrogated and improved. The development of a gender fact sheet by DHET during this financial year and the planned consultation with users to further refine it is laudable and something that should be encouraged in all departments producing gender and sex disaggregated data. The extensive linkages established with other administrative data sets by DBE has enriched analysis and no doubt contributes towards better policy decisions. Further plans to expand these linkages need to be encouraged and supported.

DSD registers and the DHIS managed by the DOH represent two priority administrative data sets that can make a significant contribution to the understanding of gender dynamics. However, neither of them is currently delivering effectively. All DSD registers can potentially contribute towards the understanding of social inclusion as well as the general social safety net provided by the Government to marginalized groups. The system is currently not deemed accessible by users and the wealth of information it contains as well as the potential gender analysis that can be carried out is not really appreciated by its owners and users alike. The development of the NISPIS system linking all relevant data generated by the social cluster has not really delivered on its promise, even though some progress has been made to link the various data sets within DSD with each other. The DHIS data cannot be disaggregated by age and sex even though specific sub-datasets that primarily deal with issues concerning women e.g., maternal and child health, can be positively linked to women.

The assessment participants identified the need for basic training on the production and use of gender data and statistics across all three spheres of government.

Recommendations

It is recommended that advocacy for adequate financial resource allocation for the collection of the time use, poverty, and inequality data as well as for the school safety and violence survey should continue. More effort needs to be put into forming partnerships between DWYPD, Stats SA and UN Women and other UN agencies such as UNICEF (poverty and school safety), UNFPA (time use), the South African Government, as well as donors. These partnerships will maximize ownership and use and are likely to be more successful in mobilizing the necessary financial resources to conduct these important gender-relevant surveys.

Stats SA needs to study the reporting and indicator needs of DWYPD more carefully so that key indicator values can be generated as a matter of course in annual publications to reduce the need for additional data analysis by the DWYPD using regular data sources such as QLFS and GHS.

It is recommended that Stats SA and ministries fast-track the necessary MoUs and SLAs that will enable this for certain data sets such as the LURITS system managed by DBE.

DSD needs strong statistical support as well as a commitment from its DG to improve its data systems. Furthermore, access to its data for wider use has been identified as problematic. A similar high-level intervention on data and data systems to improve administrative data systems as was undertaken through partnerships between Stats SA and DBE and Stas SA and SAPS will be needed with DSD. This may require the secondment of a statistician to DSD or the creation of the necessary posts in DSD to address the data and statistics needs of this department.

In the case of DHIS and DOH, an immediate low-hanging fruit could be to support them in generating age and sex data from the ID numbers of users of their health facilities. Once generated, there should also be a way to feed this information back to health facility-level so that it is available to organizations such as UNFPA who are assisting health officials at this level to improve their planning and health care services. However, in the medium-term, it is recommended that all the administrative registers of DOH be reviewed from a gender perspective. The purpose of such a review would be to make these systems more gender-responsive and to identify the kinds of enhancements that can be made to the current standard reporting systems to better reflect data needs in support of the gender equality and women's and girl's empowerment agenda.

Continued efforts will be needed to improve both the evidence-based development of gender-responsive IDPs by local municipalities and the identification of appropriate indicators. The dissemination of the census 2022 findings will provide a good opportunity for a concerted capacity-building exercise by Stats SA not only in general data use, but also in the increased engendering of local municipal plans and monitoring. The provincial gender focal persons and CGE officials will be important partners in this process.

It is also recommended that a capacity building strategy and program for officials at all three spheres of government be developed in partnership with the National School of Government. Important topics to cover should include data analysis and disaggregation; basic 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 surveys and administrative sources; production of specific gender indicators; ways of presenting gender information to users; and gender data use for policy and strategy formulation.

4.2.3 Data accessibility uptake and use

Conclusions

The assessment identified some problems related to data accessibility and therefore data uptake and use. The fact that a data rich country such as South Africa can be perceived to be data poor in the national and international spheres points to a serious disconnect between data production and use. In this instance, DWYPD the primary user of gender data, has not been served well by most producers, especially producers of administrative data.

Gender data users generally find the Stats SA website difficult to navigate and even though there is a gender-specific web page, it is not regularly updated and does not adequately reflect the latest publications.

Most users find a visual presentation of data more accessible and general feedback on the statistical publications classify them as difficult to understand and not accessible to the public. This may also point to a need for capacity building on basic data literacy across government.

Even though user producer dialogues are held, these are not institutionalized enough. Once a gender statistics coordination mechanism has been established this could be used as a platform for more regular and deliberate user producer dialogues.

Recommendations

It is recommended that problems around data accessibility and use be addressed by improving the usability of the website and through regular updates of the gender page. Furthermore, easier-to-understand data products and policy briefs will support and encourage evidence-based decision-making. At the same time, there is need to provide data users with basic gender data literacy skills as well as skills on how to convert data and statistics into policy and strategy decisions.

The possibility of using the gender data coordination mechanism as a platform for user-producer dialogues should be explored once this coordination mechanism has been identified based on existing structures or newly established ones.

Annexes

Annexure 1: Glossary

Annexure 2: PARIS21 Framework - Questionnaires A-D

CAPACITY DEVELOPMENT FOR BETTER GENDER STATISTICS

Annex 2.1 –Questionnaire A

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

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

Gender statistics are defined by the sum of the following characteristics:

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

(b) Data reflect gender issues.

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

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

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Country:

Name:

Position:

Ministry/institution:

Sex (man/woman):

Email:

Legislation and policies

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

constitutional provisions:

national laws:

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

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

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

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

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

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

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

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

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

☐ No

☐ Yes. *Provide the specific text reference*: ▢

Does it have a monitoring framework?

☐ No

☐ Yes. Title of the framework: ▢

Was the monitoring framework consulted with the NSO? ▢

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

Does it have an institution in charge of monitoring?

☐ No

☐ Yes. *Institution in charge*: ▢

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

☐ No.

☐ Yes. *Title of the regulation*: ▢

     Link or citation: ▢

Is there a separate gender statistics entity (within the NSO or elsewhere)?

☐ Yes, within the NSO

☐ Yes, elsewhere, within (*provide the name of the institution*) ▢

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

☐ No

☐ Yes. *Title of the regulation*: ▢

Link or citation: ▢

Institutional setting and organisational design: gender statistics entity

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

Where is the gender statistics entity or focal person(s) located in the national statistical system?
Select one answer and provide its name

☐ Within the NSO. *Name:* ▢

☐ Within the ministry of women/gender or gender equality. *Name:* ▢

☐ Elsewhere. *Specify where:* ▢

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

To whom does the gender statistics entity report within the organizational structure?
Select one answer

☐ Directly to the chief statistician

☐ To another department/unit

☐ Elsewhere. *Specify where:* ▢

What are the main tasks of the gender statistics entity?
Select all that apply

☐ Compiling gender statistics and maintaining gender statistics databases

☐ Analysing data from a gender perspective

☐ Disseminating gender statistics via publications and/or a website

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

☐ Integrating a gender perspective in <u>statistics training</u> or introducing statistics in <u>gender training</u> and awareness rising workshops; organising national training related to gender statistics

☐ Answering requests for gender statistics from national and international users

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

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

☐ Other. *Specify:* �

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

☐ Yes. *Provide examples:* ▓▓▓

☐ No. *Indicate why:* ▓▓▓

Funds infrastructure

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

☐ No. *Go to question 17*

☐ Yes

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

▓▓▓ %

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

Disbursement: ▓▓▓

Commitment: ▓▓▓

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

☐ Yes. *Indicate what was the last activity funded:* ▓▓▓

☐ No

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

☐ Yes

☐ No

Plans (NDP, NSDS, SMP, PRS)

Does the last and/or current National Development Plan include a section on gender equality and/or women's empowerment?

☐ No

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

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

☐ No

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

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

▢ %

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

☐ No

☐ Yes. *Please list all, specifying the ministry responsible for the overall coordination and the role of the NSO in its realisation:* ▢

Donor support

Did your NSO receive technical, financial, or other input from donors for the gender statistics production of publications?

☐ No

☐ Yes. *Specify*: ▢

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

time: ▢

name of data collection/ statistics/publication: ▢

Coordinating mechanism in the national statistical system (NSS)

Do the following line ministries or agencies collect gender-specific data?
This includes both sex-disaggregated data as well as gender-specific data without sex-disaggregation (relating to women/men only). Provide actual names of analogous ministries:

☐ Ministry of agriculture ▢

☐ Ministry of commerce (or trade) ▢

☐ Ministry of education ▢

☐ Ministry of equal opportunity ▢

☐ Ministry of health ▢

☐ Ministry of labour (or employment) ▢

☐ Ministry of local governments ▢

☐ Ministry of planning ▢

☐ Ministry of social inclusion or social development ▢

☐ Ministry of women (or gender/or gender equality) ▢

☐ Other. *Specify:* ▢

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:* ▢

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

Please select all that apply

☐ Production of main statistical output relating to gender statistics

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

☐ Providing guidance, training on gender statistics

☐ Organisation of consultations among gender statistics producers and with users

☐ Advocating for the use of gender statistics

☐ Lobbying for relevant programs and bills related to gender statistics

☐ Funding of gender data collection operations

☐ Other *Specify:* ▢

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:* ▢

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

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

☐ No. *Indicate why:* ▢

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

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

Select all that apply

☐ Violence against women survey

☐ Time-use survey

☐ Social institutions and gender index survey (SIGI)

☐ Reviewing household survey with a gender perspective

☐ Other. *Specify:* ▢

☐ None of them. *Specify why:* ▢

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

☐ No

☐ Yes. *Provide examples:* ▢

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

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

☐ No. *Explain why:* ▢

☐ Yes. *Provide examples:* ▢

☐ Does not apply*, specify:* ▢

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

Alternative data sources

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

☐ No

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

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

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

☐ Yes

☐ No

Data literacy, knowledge sharing, communicating gender statistics

Are public information campaigns based on gender statistics being conducted?
☐ No. *Indicate why:* ▭
☐ Yes. *Describe all initiatives to disseminate gender-related information in mass media and other means over the past 3 years:* ▭

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

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

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

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

Advocacy strategy

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

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

Relationship between data producers

Please indicate whether the NSO/ministry of women works jointly with the specified ministry on the following activities for gender statistics.
Provide names of analogous ministries and check all that apply

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

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

Are classifications and definitions being harmonised among data producers?
Select all that apply
☐ Yes, to ensure compatibility of data.
☐ Yes, to minimize inconsistency and use a common language in defining and calculating indicators.
☐ No. *Indicate why:* ▨

Relationship with users

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

[   ]

[   ]

[   ]

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

[   ]

Does your institution organise meetings with users <u>before a major survey</u> to identify their gender-specific needs?
Provide examples of such meetings and indicate if there is any follow-up

[   ]

[   ]

[   ]

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

[   ]

[   ]

[   ]

Does the NSO conduct a User Satisfaction survey that enquires specifically about gender statistics produced by the NSO?

☐ Yes. *Specify when it was conducted and summarise the results:* [   ]
☐ No. *Indicate why:* [   ]

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

Select all that apply and provide the names of organisations
☐ Strengthening the gender statistical system or increasing gender-responsiveness of the NSS [   ]
☐ Methodological feedback concerning gender statistics production [   ]
☐ Technical assistance for gender statistics [   ]
☐ Organisation of training related to gender statistics [   ]
☐ Other. *Please specify:* [   ]
☐ No, we do not collaborate with any regional or international organisation in the domain of gender statistics.

Data ecosystem coordination

Are there any partnerships or collaborations between NSS agencies and different data actors from the country's data ecosystem supporting the production and use of gender statistics?
Data actors can include the private sector, media, scientific community and academia, NGOs, or citizens' groups.

☐ No. Indicate why: ▢

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

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

Relationship with political authorities
Do procedures exist to report.

☐ Political or administrative pressure faced by the NSO when producing and disseminating statistical information?

☐ *M*isuse, abuse, or misrepresentation of gender statistics ▢

☐ There are currently no such procedures

Stakeholders' interest

Do national gender statistics users (for example, ministries, media, or civil society organisations) see gender equality as a policy priority?
This may be reflected in civil society campaigns, advocacy initiatives aiming at eliminating violence against women, gender sensitive civil society coordination mechanisms or movements.

☐ Yes. *For example:* ▢

☐ No. *Indicate why:* ▢

Over the past year, have the non-governmental users of gender statistics (e.g., NGOs, media) approached the NSO for an intervention relating to gender statistics?
This may refer to a provision of specific statistics, organisation of data collection or methodological support.

☐ No

☐ Yes. *Specify the type of user:* ▢

Subject of their intervention: ▢

Frequency of their interventions: ▢

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

▢

▢

▢

Political support

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* ▢

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

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

☐ Yes. *Provide examples:* ▢

☐ No. *Indicate why* ▢

Human resources

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

Gender statistics-dedicated entity within the NSO

Full time ▢   Part-time ▢

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

Full time ▢   Part-time ▢

Gender statistics working/advisory groups

Full time ▢   Part-time ▢

Infrastructure

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

☐ Yes

☐ No. *Indicate existing shortages* ▢

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

☐ Yes

☐ No. *Indicate why:* ▢

Statistical production processes

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

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

Quality assurance

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

☐ Yes. *Describe the results:* ▢

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

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

Select all that apply

☐ UN 2016 "Integrating a gender perspective into statistics"

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

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

☐ Gender Statistics Handbooks*. Specify which ones:* ▢

☐ Principles and Recommendations. *Specify which ones:* ▢

☐ Other. *Specify:* ▢

☐ None of them. *Specify why:* ▢

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

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

☐ No

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

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

☐ No

☐ Yes. I*ndicate when:* ▢

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

☐ No

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

HR management

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

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

☐ No

☐ Yes. Incentives: ▢

Staff turnover: ▢

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

☐ No

☐ Yes. *Provide examples:* ▢

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

☐ No

☐ Yes

Innovation

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

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

> ▢

> ▢

> ▢

Communication and transparency

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

☐ No

☐ Yes

Provide a link: ▢

Specify how often it is updated: ▢

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

☐ No

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

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

> ▢

> ▢

> ▢

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

> ▢

Strategic planning, monitoring and evaluation, change management

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

☐ No

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

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

☐ Yes. *Provide examples:* ▢

☐ No. *Indicate why:* ▢

Does the NSO 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/organisation are working toward common goals
☐ Undertaking multipronged interventions or programs, such as SPARS (Supervision, Performance Assessment, and Recognition Strategy).
☐ Other. Specify: ▢
☐ There is no such action planned. *Indicate why:* ▢

Has the NSO has undertaken the above-mentioned actions in the past 3 years. *Please check all that apply*

☐ Setting priorities
☐ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that the agency/organisation's employees are working toward common goals
☐ Undertaking multipronged interventions or programs, like for instance SPARS (Supervision, Performance Assessment, and Recognition Strategy).
☐ Other. Specify: ▢
☐ There is no such action planned. *Indicate why:* ▢

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

Compensation and benefits

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

Workplace politics and organisational culture

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

Impact of COVID-91 on statistical production
COVID-19 questions

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

If yes, please indicate how statistical production has been affected by ticking the applicable options:
☐ Availability of statistics has decreased
☐ The quality of the data has decreased

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

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

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

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

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

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

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

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

Gender statistics are defined by the sum of the following characteristics:

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

(b) Data reflect gender issues.

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

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

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.

Country:

Ministry/institution:

Name (*optional*):

Position (*optional*):

Sex (man/woman):

Email (*optional*):

Date:

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

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

Strategic networking and communication

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

4. Over the last 12 months, have you prepared any report or presentation on gender statistics and released or presented it in any of the following:
   Check all that apply by double-clicking in the squares and provide information in the grey rectangle):
   ☐ The website of the national statistical office. *Please provide a link, if possible:* ▭

   ☐ The website of the Ministry of ▭. *Please provide a link, if possible:* ▭
   ☐ Regional forum. *Please provide title and date:* ▭
   ☐ National forum. *Please provide title and date:* ▭
   ☐ International forum. *Please provide title and date:* ▭

5. Over the last 12 months, have you represented your institution in a regional or international meeting related to gender statistics? (In case you delegate your staff to such meetings, has any of your staff been designated to participate in a regional or international meeting related to gender statistics?)
   ☐ Yes. *Please provide title and date:* ▭
   ☐ No. *Indicate why:* ▭

6. Are you invited to management or high-level meetings at your institution to provide insights about gender statistics?
   ☐ Yes. *Please provide examples:* ▭
   ☐ No. *Indicate why* ▭

Leadership

7. Over the past 3 years, have you (co-)organized a gender related meeting/workshop, which included external stakeholders (national or international)?
   ☐ Yes. *Please provide examples:* ▭
   ☐ No. *Indicate why:* ▭

Teamwork and collaboration

8. Have you collaborated with another division within your institution on gender statistics production, over the past year?
   ☐ No. *Indicate why:* ▭
   ☐ Yes. *Please provide examples of success stories or challenges that you might have encountered:* ▭

9. Do you think that teamwork and collaboration are valued and encouraged in your team?
   ☐ Yes. *Please provide examples and indicate whether this approach is valid only for your team or for your institution as a whole:* ▭
   ☐ No. *Indicate why:* ▭

Time management and prioritization

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

☐ Yes. *Please provide examples:* ▢

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

Problem solving and creative thinking

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

Self-motivation

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

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

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

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

Career expectations and income

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

   a) Your career opportunities:

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

   ☐ This work has no impact on my career opportunities

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

   b) Your salary:

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

   ☐ This work has no impact on my salary

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

Gender statistics use

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

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

   ☐ Graphs/infographics
   ☐ Reports/articles
   ☐ Videos
   ☐ Press conference/fora
   ☐ Others. *Please specify:* ▢

16. Which topic relating to gender statistics would you like to learn about:
    Select all that apply
    ☐ Basic concepts relating to gender statistics, *for example:* ▇▇▇
    ☐ Statistical coordinating mechanisms and tools to promote an effective
       and well-coordinated gender statistical system, *for example:* ▇▇▇
    ☐ Collection of gender-specific information using surveys, *for example:* ▇▇▇
    ☐ Collection of gender-specific data using administrative sources,
       for example: ▇▇▇
    ☐ Production of specific gender indicators, *for example:* ▇▇▇
    ☐ Ways of presenting gender information to users, *for example:* ▇▇▇
    ☐ Ways of analyzing gender statistics, *for example:* ▇▇▇

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

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

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

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

Gender statistics are defined by the sum of the following characteristics:

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

(b) Data reflect gender issues.

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

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

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

<u>Individual answers will not be published.</u>

Country:

Ministry/institution:

Your name:

Position:

Email:

Sex (woman/man):

Collaboration between data producers

1) When collecting sex-disaggregated data or other gender-related information, on which of the following tasks does your institution cooperate with the **NSO**? *Select all that apply and provide examples of collaboration. To select an answer, double-click on the grey square*

☐ To compile data
☐ To consult definitions/concepts/methodologies for data collection
☐ To set priorities for data collection
☐ To verify the quality of data collected
☐ To analyses data
☐ To disseminate statistics
☐ There is no collaboration. *Please indicate why:* ▢

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

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

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

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

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

☐ Yes. *Please provide the name of the entity and describe the form of collaboration* ▢
☐ No. *Please indicate why:* ▢

Use of gender statistics

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

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

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

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

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

Select one answer in each category and specify where applicable

o Relevance:

☐ Gender statistics fully meet our needs
☐ Gender statistics partially meet our needs, because (*specify*)
☐ Gender statistics do not meet our needs, because (*specify*)
☐ I do not know

o Accuracy:

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

o Timeliness:

☐ The timeliness of gender statistics is satisfactory
☐ The timeliness of gender statistics could be improved, For example:
☐ I do not know

o Accessibility of data:

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

o Coherence:

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

7) Please indicate whether you have used the following information relating to gender statistics published by the NSO:
Select all that apply
- ☐ Metadata (definition, source, unit, method of computation). *Indicate how do you access it and how often:* ▢
- ☐ Methodologies of surveys or censuses. *Indicate how do you access it and how often:* ▢
- ☐ Other informative material. *Indicate what kind of material, how do you access it and how often:* ▢
- ☐ None of the above.

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

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

Impact of COVID-91 on statistical production
COVID-19 questions

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

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

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

13) Has the production of gender statistics been negatively affected by COVID-19?
- ☐ No
- ☐ Yes

14) If yes, please indicate how gender statistics have been affected by ticking the applicable options:

☐ Availability of statistics has decreased
☐ The quality of the data has decreased
☐ The production of statistics has been delayed and it is available later than usual/needed
☐ The costs of producing statistics have increased
☐ Resources available to produce statistics have declined
☐ The production of statistics has been delayed and it is available later than usual/needed
☐ Other. Specify: ▢

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

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

CAPACITY DEVELOPMENT FOR BETTER GENDER STATISTICS
Questionnaire for gender statistics users

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

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

Gender statistics are defined by the sum of the following characteristics:

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

(b) Data reflect gender issues.

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

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

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.

Country: ☐

Representing:

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

Name: ☐

Position: ☐

Institution/organization/company: ☐

Sex (woman/man): ☐

Email: ☐

1) Have you used gender statistics produced by the national statistical office (NSO)/ministries/ other agencies in the last three years?

Select one answer (double-click the grey square and select "Checked" under "Default value")

☐ Yes. Please describe the purpose ▒▒▒ (then go to Q1a).
☐ No (then proceed to Q3)

a) How often do you use gender statistics?

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

Select all that apply
☐ Analysis of current developments for short-term decision- making, for example: ▒▒▒
☐ Analysis of trends for longer-term policy formulation, for example: ▒▒▒
☐ Monitoring of existing government policies, for example: ▒▒▒
☐ Highlight gender issues, for example: ▒▒▒
☐ Targeting beneficiaries of programmers, for example: ▒▒▒
☐ Research purposes, for example: ▒▒▒
☐ Other, specify: ▒▒▒
☐ I rarely use gender statistics. *Why?*

Select all that apply
☐ They are not relevant to my work.
☐ I do not know if they are available/they are difficult to find.
☐ They are not reliable.
☐ They are not thoroughly explained in available reports.
☐ My office does not have staff that can understand and use gender statistics.
☐ Other, please specify: ▒▒▒

b) Where do you get the gender statistics that you use?
☐ NSO or other office of the government
☐ International organizations
☐ Media
☐ Other, please specify: ▒▒▒

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

Please put an "X" under the selected score

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

2) Did you participate in a training on gender or on gender statistics in the past?
☐ Yes, please specify the topic: ▨
☐ No

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

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

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

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

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

Annexure 3: Planned questionnaire distribution and interviews

Number	Ministries/other entities	Consultation modalities	Joint interviews with	Questionnaires to be administered	Questionnaires to be administered
A1	Agriculture, Forestry and Fisheries	3. Questionnaire and interview		C	
A2	Basic Education	3. Questionnaire and interview	A9	C	B
A3	Communications and Postal services	1. Questionnaire		C	
A4	Cooperative Governance and Traditional Affairs	2. Interview	A11, A24, A25,	C	
A5	Employment and Labour	3. Questionnaire and interview	A19	C	B
A6	Environmental Affairs	1. Questionnaire		C	
A7	Finance/national treasury	1. Questionnaire		C	B
A8	Health	3. Questionnaire and interview		C	B
A9	Higher Education, Science, and Innovation	3. Questionnaire and interview	A2	C	B
A10	Home Affairs	1. Questionnaire		C	
A11	Human Settlements	2. Interview	A4, A24, A25	C	
A12	Justice and Constitutional development	3. Questionnaire and interview		C	
A13	Mineral Resources and Energy	1. Questionnaire		C	
A14	Presidency: Planning Monitoring and Evaluation	3. Questionnaire and interview	B3	D	
A15	Presidency for Women, Youth and Persons with Disabilities	3. Questionnaire and interview	A20	C	B
A16	Public Enterprises	1. Questionnaire		C	
A17	Public Service and Administration	1. Questionnaire		C	
A18	Public Works and Infrastructure	1. Questionnaire		C	
A19	Small Business Development	3. Questionnaire and interview	A5	C	
A20	Social Development	3. Questionnaire and interview	A15	C	B
A21	Sport, Arts and Culture	1. Questionnaire		C	
A22	Tourism	1. Questionnaire		C	
A23	Trade and Industry	1. Questionnaire		C	
A24	Transport	2. Interview	A4, A11, A25	C	

Number	Ministries/other entities	Consultation modalities	Joint interviews with	Questionnaires to be administered	Questionnaires to be administered
A25	Water and Sanitation	2. Interview	A4, A11, A24	C	
A26	Limpopo office of the premier	2. Interview	A27, A28	C	
A27	KZN office of the premier	2. Interview	A26, A28	C	
A28	Gauteng office of the premier	2. Interview	A26, A27	C	
A29					
Number	Chapter 9 and other entities	Consultation modalities	Joint interviews with	Questionnaires to be administered	Questionnaires to be administered
B1	Commission for Gender Equality	2. Interview	B2	B	C
B2	Human rights commission	2. Interview	B1	C	
B3	National planning commission	3. Questionnaire and interview	A14	C	
B4	Human Sciences Research Council	2. Interview	C2, C3, C4	C	
B5	Statistics South Africa	3. Questionnaire and interview		A	B
B6	Development Bank of Southern Africa	2. Interview		D	
B7	UNDP	2. Interview	B8, B10	D	
B8	UNFPA	2. Interview	B7, B10	D	
B9	South African Medical Research Council	2. Interview			
B10	UN Women	2. Interview	B7, B8		
Number	Users of gender statistics	Consultation modalities	Joint interviews with	Questionnaires to be administered	Questionnaires to be administered
C1	Parliament	2. Interview		D	
C2	UCT	2. Interview	C3, C4, B4	D	
C3	University of Johannesburg	2. Interview	C2, C4, B4	D	
C4	University of Pretoria	2. Interview	C2, C3, C5, B4	D	
C5	WITS	2. Interview	C2, C3, C4, B4		
C6	Media	2. Interview		D	
C7					
C8					
C9					

Annexure 4: SDG indicator availability and reporting

Indicator	Series	Description	SDG Achievement classification
1.1.1	SI_POV_EMP1	Employed population below international poverty line, by sex and age (%)	Medium achiever
1.1.1	SUP_1_1_IPL_P	(supplementary) Population living below the international poverty line by sex and age (%)	Medium achiever
1.2.1	SI_POV_NAHC	Proportion of population living below the national poverty line (%)	Not available
1.2.2	SD_MDP_MUHC	Proportion of population living in multidimensional poverty (%)	Not available
1.3.1	SI_COV_DISAB	[ILO] Proportion of population with severe disabilities receiving disability cash benefit, by sex (%)	Not available
1.3.1	SI_COV_MATNL	[ILO] Proportion of mothers with newborns receiving maternity cash benefit (%)	Not available
1.3.1	SI_COV_PENSN	[ILO] Proportion of population above statutory pensionable age receiving a pension, by sex (%)	Not available
1.3.1	SI_COV_UEMP	[ILO] Proportion of unemployed persons receiving unemployment cash benefit, by sex (%)	Not available
1.4.2	SP_LGL_LNDDOC	Proportion of people with legally recognized documentation of their rights to land out of total adult population, by sex (%)	Medium achiever
1.4.2	SP_LGL_LNDSTR	Proportion of people with secure tenure rights to land out of total adult population, by sex (%)	High achiever
1.b.1	1.b.1	Tier III indicator	Not available
10.3.1', '16.b.1	VC_VOV_GDSD	Proportion of population reporting having felt discriminated against, by grounds of discrimination, sex, and disability (%)	Not available
16.1.1	VC_IHR_PSRC	Number of victims of intentional homicide per 100,000 population, by sex (victims per 100,000 population)	Low achiever
16.1.2	VC_DTH_TOCVR	Conflict-related death rate (civilians), by sex, age, and cause of death (%)	Not available
16.1.3	VC_VOV_PHYL	Proportion of population subjected to physical violence in the previous 12 months, by sex (%)	Not available

16.1.3	VC_VOV_ROBB	Proportion of population subjected to robbery in the previous 12 months, by sex (%)	High achiever
16.1.3	VC_VOV_SEXL	Proportion of population subjected to sexual violence in the previous 12 months, by sex (%)	High achiever
16.1.4	VC_SNS_WALN	Proportion of population that feel safe walking alone around the area they live (%)	Not available
16.2.2	VC_HTF_DETVFL	Detected victims of human trafficking for forced labour, servitude, and slavery, by age and sex (number)	Not available
16.2.2	VC_HTF_DETVOG	Detected victims of human trafficking for removal of organ, by age and sex (number)	Not available
16.2.2	VC_HTF_DETVOP	Detected victims of human trafficking for other purposes, by age and sex (number)	Not available
16.2.2	VC_HTF_DETVSX	Detected victims of human trafficking for sexual exploitation, by age and sex (number)	Not available
16.2.3	VC_VAW_SXVLN	Proportion of population aged 18-29 years who experienced sexual violence by age 18, by sex (% of population aged 29-18)	High achiever
16.3.1	VC_PRR_PHYV	Police reporting rate for physical assault, by sex (%)	Not available
16.3.1	VC_PRR_ROBB	Police reporting rate for robbery, by sex (%)	Not available
16.3.1	VC_PRR_SEXV	Police reporting rate for sexual assault, by sex (%)	Not available
16.5.1	IU_COR_BRIB	Prevalence rate of bribery, by sex (%)	High achiever
16.7.1	SG_DMK_PARLMP_LC	Ratio for women members of parliaments (Ratio of the proportion of women in parliament in the proportion of women in the national population with the age of eligibility as a lower bound boundary), Lower Chamber or Unicameral	High achiever
16.7.1	SG_DMK_PARLMP_UC	Ratio for women members of parliaments (Ratio of the proportion of women in parliament in the proportion of women in the national population with the age of eligibility as a lower bound boundary), Upper Chamber	High achiever
2.1.2	AG_PRD_FIESMS	Prevalence of moderate or severe food insecurity in the adult population (%)	Low achiever
2.3.2	2.3.2	Tier III indicator	Not available

3.1.1	SH_STA_MORT	Maternal mortality ratio	Medium achiever
3.1.2	SH_STA_BRTC	Proportion of births attended by skilled health personnel (%)	Medium achiever
3.2.1	SH_DYN_IMRT	Infant mortality rate (deaths per 1,000 live births)	Low achiever
3.2.1	SH_DYN_MORT	Under-five mortality rate, by sex (deaths per 1,000 live births)	Low achiever
3.3.1	SH_HIV_INCD	Number of new HIV infections per 1,000 uninfected population, by sex and age (per 1,000 uninfected population)	Low achiever
3.4.1	SH_DTH_NCOM	Mortality rate attributed to cardiovascular disease, cancer, diabetes, or chronic respiratory disease (probability)	Low achiever
3.4.2	SH_STA_SCIDE	Suicide mortality rate, by sex (deaths per 100,000 population)	Medium achiever
3.5.1	SH_SUD_ALCOL	Alcohol use disorders, 12-month prevalence (%)	Medium achiever
3.7.1	SH_FPL_MTMM	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods (% of women aged 15-49 years)	High achiever
3.7.2	SP_DYN_ADKL	Adolescent birth rate (per 1,000 women aged 15-19 years)	Medium achiever
3.8.1	SH_ACS_UNHC	Universal health coverage (UHC) service coverage index	Not available
3.9.3	SH_STA_POISN	Mortality rate attributed to unintentional poisonings, by sex (deaths per 100,000 population)	Low achiever
3.a.1	SH_PRV_SMOK	Age-standardized prevalence of current tobacco use among persons aged 15 years and older, by sex (%)	Low achiever
3.c.1	SH_MED_HWRK-DIS	Health worker distribution, by sex and type of occupation (%)	High achiever
3.c.1	SH_MED_HWRK-DIS	Health worker distribution, by sex and type of occupation (%)	High achiever
4.1.1	SE_TOT_PRFL	Proportion of children and young people achieving a minimum proficiency level in reading and mathematics (%)	Not available
4.1.1	SE_TOT_PRFL	Proportion of children and young people achieving a minimum proficiency level in reading and mathematics (%)	Low achiever

4.1.1	SE_TOT_PRFL	Proportion of children and young people achieving a minimum proficiency level in reading and mathematics (%)	Not available
4.1.1	SE_TOT_PRFL	Proportion of children and young people achieving a minimum proficiency level in reading and mathematics (%)	Not available
4.1.1	SE_TOT_PRFL	Proportion of children and young people achieving a minimum proficiency level in reading and mathematics (%)	Low achiever
4.1.1	SE_TOT_PRFL	Proportion of children and young people achieving a minimum proficiency level in reading and mathematics (%)	Not available
4.1.2	SE_TOT_CPLR	Completion rate, by sex, location, wealth quintile and education level (%)	Medium achiever
4.1.2	SE_TOT_CPLR	Completion rate, by sex, location, wealth quintile and education level (%)	High achiever
4.1.2	SE_TOT_CPLR	Completion rate, by sex, location, wealth quintile and education level (%)	Medium achiever
4.2.1	SE_DEV_ONTRK	Proportion of children aged 36–59 months who are developmentally on track in at least three of the following domains: literacy-numeracy, physical development, social-emotional development, and learning (% of children aged 36-59 months)	Not available
4.2.2	SE_PRE_PARTN	Participation rate in organized learning (one year before the official primary entry age), by sex (%)	Not available
4.3.1	SE_ADT_EDUC-TRN	Participation rate in formal and non-formal education and training, by sex (%)	Low achiever
4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available
4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available
4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available

4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available
4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available
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4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available
4.4.1	SE_ADT_ACTS	Proportion of youth and adults with information and communications technology (ICT) skills, by sex and type of skill (%)	Not available
4.6.1	SE_ADT_FUNS	Proportion of population achieving at least a fixed level of proficiency in functional skills, by sex, age, and type of skill (%)	High achiever
4.6.1	SE_ADT_FUNS	Proportion of population achieving at least a fixed level of proficiency in functional skills, by sex, age, and type of skill (%)	High achiever
4.7.1	4.7.1	Tier III indicator	Not available
4.a.1	SE_ACS_SANIT	Schools with access to single-sex basic sanitation, by education level (%)	Not available
4.a.1	SE_ACS_SANIT	Schools with access to single-sex basic sanitation, by education level (%)	Not available
4.a.1	SE_ACS_SANIT	Schools with access to single-sex basic sanitation, by education level (%)	Not available
4.c.1	SE_TRA_GRDL	Proportion of teachers who have received at least the minimum organized teacher training (e.g., pedagogical training) pre-service or in-service required for teaching at the relevant level in each country, by sex and education level (%)	Not available

4.c.1	SE_TRA_GRDL	Proportion of teachers who have received at least the minimum organized teacher training (e.g., pedagogical training) pre-service or in-service required for teaching at the relevant level in each country, by sex and education level (%)	Medium achiever
4.c.1	SE_TRA_GRDL	Proportion of teachers who have received at least the minimum organized teacher training (e.g., pedagogical training) pre-service or in-service required for teaching at the relevant level in each country, by sex and education level (%)	Low achiever
4.c.1	SE_TRA_GRDL	Proportion of teachers who have received at least the minimum organized teacher training (e.g., pedagogical training) pre-service or in-service required for teaching at the relevant level in each country, by sex and education level (%)	Not available
4.c.1	SE_TRA_GRDL	Proportion of teachers who have received at least the minimum organized teacher training (e.g., pedagogical training) pre-service or in-service required for teaching at the relevant level in each country, by sex and education level (%)	Not available
5.1.1	SG_LGL_GENE-QEMP	Legal frameworks that promote, enforce and monitor gender equality (percentage of achievement, 0 - 100) -- Area 3: employment and economic benefits	Not available
5.1.1	SG_LGL_GENE-QLFP	Legal frameworks that promote, enforce and monitor gender equality (percentage of achievement, 0 - 100) -- Area 1: overarching legal frameworks and public life	Not available
5.1.1	SG_LGL_GENE-QMAR	Legal frameworks that promote, enforce and monitor gender equality (percentage of achievement, 0 - 100) -- Area 4: marriage and family	Not available
5.1.1	SG_LGL_GENE-QVAW	Legal frameworks that promote, enforce and monitor gender equality (percentage of achievement, 0 - 100) -- Area 2: violence against women	Not available
5.2.1	VC_VAW_MARR	Proportion of ever-partnered women and girls subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months, by age (%)	Not available
5.2.2	5.2.2	Tier III indicator	Not available

5.3.1	SP_DYN_MRBF15	Proportion of women aged 20-24 years who were married or in a union before age 15 (%)	High achiever
5.3.1	SP_DYN_MRBF18	Proportion of women aged 20-24 years who were married or in a union before age 18 (%)	High achiever
5.3.2	SH_STA_FGMS	Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age (%)	Not available
5.4.1	SL_DOM_TSPD	Proportion of time spent on unpaid domestic chores and care work, by sex, age, and location (%)	High achiever
5.5.1	SG_GEN_LOCGELS	Proportion of elected seats held by women in deliberative bodies of local government (%)	High achiever
5.5.1	SG_GEN_PARL	Proportion of seats held by women in national parliaments (% of total number of seats)	High achiever
5.5.2	IC_GEN_MGTL	Proportion of women in managerial positions (%)	Medium achiever
5.5.2	IC_GEN_MGTN	Proportion of women in senior and middle management positions (%)	Medium achiever
5.6.1	SH_FPL_INFM	Proportion of women who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (% of women aged 15-49 years)	High achiever
5.6.2	SH_LGR_ACSRHE	Extent to which countries have laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information, and education (%)	High achiever
5.6.2	SH_LGR_ACS-RHES1	(S.1) Extent to which countries have laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information, and education: Section 1: Maternity Care (%)	High achiever
5.6.2	SH_LGR_ACS-RHES2	(S.2) Extent to which countries have laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information, and education: Section 2: Contraceptive and Family Planning (%)	Medium achiever

5.6.2	SH_LGR_ACS-RHES3	(S.3) Extent to which countries have laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information, and education: Section 3: Sexuality Education (%)	Medium achiever
5.6.2	SH_LGR_ACS-RHES4	(S.4) Extent to which countries have laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information, and education: Section 4: HIV and HPV (%)	High achiever
5.a.1	SP_GNP_WN-OWNS	Share of women among owners or rights-bearers of agricultural land, by type of tenure (%)	Not available
5.a.1	SP_LGL_LNDAGSEC	Proportion of people with ownership or secure rights over agricultural land (out of total agricultural population), by sex (%)	Not available
5.a.2	SG_LGL_LNDFE-MOD	Degree to which the legal framework (including customary law) guarantees women€™s equal rights to land ownership and/or control (1=No evidence to 6=Highest levels of guarantees)	Not available
5.b.1	IT_MOB_OWN	Proportion of individuals who own a mobile telephone, by sex (%)	Low achiever
5.c.1	SG_GEN_EQPWN	Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment (%)	Not available
8.10.2	FB_BNK_ACCSS	Proportion of adults (15 years and older) with an account at a financial institution or mobile-money-service provider, by sex (% of adults aged 15 years and older)	Medium achiever
8.3.1	SL_ISV_IFEM	Proportion of informal employment, by sector and sex (ILO harmonized estimates) (%)	High achiever
8.5.1	SL_EMP_EARN	Average hourly earnings of employees by sex and occupation (local currency)	Not available
8.5.2	SL_TLF_UEM	Unemployment rate, by sex and age (%)	Low achiever
8.6.1	SL_TLF_NEET	Proportion of youth not in education, employment, or training, by sex and age (%)	Low achiever

8.7.1	SL_TLF_CHLDEA	Proportion of children engaged in economic activity, by sex and age (%)	High achiever
8.7.1	SL_TLF_CHLDEC	Proportion of children engaged in economic activity and household chores, by sex and age (%)	High achiever
8.8.1	SL_EMP_FTLINJUR	Fatal occupational injuries among employees, by sex and migrant status (per 100,000 employees)	Not available
8.8.1	SL_EMP_INJUR	Non-fatal occupational injuries among employees, by sex and migrant status (per 100,000 employees)	Not available
8.8.2	8.8.2	Tier III indicator	Not available
9.5.2	9.5.2	Tier III indicator	Not available
10.2.1	10.2.1	Tier III indicator	Not available
11.1.1	11.1.1	Tier III indicator	Not available
11.2.1	11.2.1	Tier III indicator	Not available
11.7.1	11.7.1	Tier III indicator	Not available
11.7.2	11.7.2	Tier III indicator	Not available
13.b.1	13.b.1	Tier III indicator	Not available
16.7.2	16.7.2	Tier III indicator	Not available
17.18.1	17.18.1	Tier III indicator	Not available

Annexure 5: Indicator template for annual planning and reporting on GESF framework

Indicator template for the annual submission of plans and reports on the implementation of the GESF framework. The template is based on the following indicators:

- q **Strategic Objective 1:** Adopt a wide set of options for capacity development to achieve women's empowerment and gender equality for the creation of a non-sexist state

- v **Sub-Objective 1:** Develop knowledge of legal and strategic framework & mandates at a national & global level about gender:

    - **National Development Plan: Vision for 2030**
    - **South African National Policy Framework for Women's Empowerment and Gender Equality of 2000.**
    - **The SADC Gender protocol**
    - **Beijing Platform for Action**
    - **The African Union Agenda 2063**
    - **CEDAW**
    - **Sub-Objective 2:** Develop knowledge of policies related to women's empowerment & gender equality
    - **Sub-Objective 3:** Create a leadership pipeline through which women can be capacitated & developed for upward mobility, including through the establishment of programmes for leadership development such as bursaries, mentorships, internships, and ADP
    - q **Strategic Objective 2:** Adopt a wide set of options for organizational support to promote women's empowerment and gender equality

- v **Sub-Objective 1:** Create an organizational culture which is gender sensitive, and which also ensures attitudes and mind-shifts

- v **Sub-Objective 2:** Provide adequate resources to deal with issues of gender particularly women with disabilities

- v **Sub-Objective 3:** Mainstreaming of gender in strategic plans, MTEF, cluster & sector plans & gender responsive budgeting

- v **Sub-Objective 4:** Focus on sexual harassment, workplace gender-based violence, work-life balance, provision of childcare facilities:

    - **In addition to the progress made on planned activities, please also provide the following:**
    - **Existence of childcare policies, transport policies, etc**

- q **Strategic Objective 3**: Adopt a wide set of options for governance and institutional development to promote women's empowerment and gender equality

- v **Sub-Objective 1: Institutionalize the HODs 8-Principal action plan**

- v **Sub-Objective 2**: Establish gender management systems and institutional mechanisms:

- **In addition to the progress made on planned activities, please also provide the following:**

- **Is there a Unit coordinating gender management in the department?**

- **How many staff member in the Unit? PLEASE INDICATE THEIR LEVELS!**

- **Please give their primary responsibilities according to their job descriptions.**

- **How much is the budget allocated to the Unit?**

v **Sub-Objective 3:** Affirmative Action, special measures and women manager's forum to achieve 50% representation of women at all levels of SMS:

- **In addition to the progress made on planned activities, please also provide the following:**

- **What Affirmative Action/special measures exist?**

v **Sub-Objective 4:** M&E, reporting, gender audits, disaggregated data, gender analysis:

- **In addition to the progress made on planned activities, please also provide the following:**

- **Are gender indicators in the department included in the M&E process? PLEASE EXPLAIN!**

- **Has the department conducted any gender analysis? WHAT WERE THE FINDINGS!**

- **Do you have disaggregated information?**

q **Strategic Objective 4:** Adopt a wide set of options for economic growth and development to promote women's empowerment and gender equality:

v **Sub-Objective 1:** Focus on women's economic empowerment in various policies and economic development programmes:

- **In addition to the progress made on planned activities, please also provide the following:**

- **Give information in a disaggregated manner according to youth, rural and urban women and older women and women with disabilities.**

v **Sub-Objective 2:** Partnerships:

- **In addition to the progress made on planned activities, please also provide the following:**

- **What kind of partnerships have been successfully established?**

v **Sub-Objective 3:** Programmes for poverty alleviation for women, including women in rural areas, young and older women, and girl children & women with disabilities:

- **In addition to the progress made on planned activities, please also provide the following:**

- **Please indicate the programmes identified.**

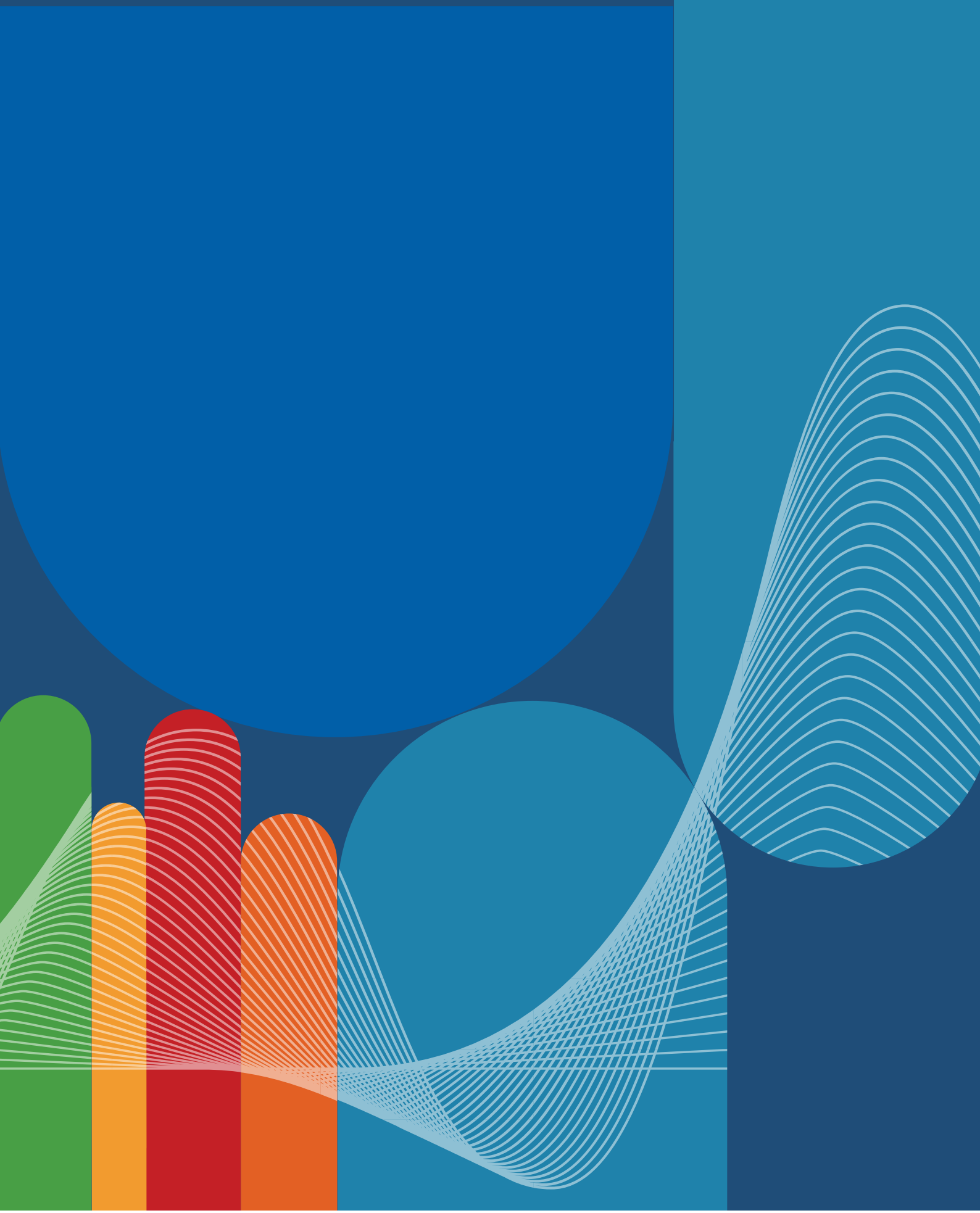# Annexure 6: Stats SA Integrated Indicator framework

Target	Indicator No.	National Development Plan Integrated Indicators	Indicator type	SDG	SDG Target	NDP Indicators	NDP indicator No.	Agenda 2063 indicators	Agenda 2063 indicator No.	Data source (1.Publication/Database 2. Responsible data provider)	Frequency
Goal 5. Achieve gender equality and empower all women and girls											
Target 5.1	End all forms of discrimination against all women and girls everywhere										
A	5.1.1	Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	SDG²	Y							
Target 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 ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	SDG²	Y				Y	A6 – G16 – P2 – T1 – I49	DHS 2016	
	5.2.1D	Percentage of ever-partnered women and girls aged 18 years and older subjected to physical or sexual violence by any partner in the previous 12 months, by form of violence and by age	Domesticated	Y				Y	A6 – G16 – P2 – T1 – I49	South African Demographic Health Survey (SADHS), Stats SA	Annual
	5.2.2	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	SDG²	Y				Y	A6 – G16 – P2 – T1 – I49	Victims of Crime Survey (VOCS), Stats SA	Data available until 2015
Target 5.3	Eliminate all harmful 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	SDG²	Y				Y	A6 – G18 – P1 – T2 – I54	DHS 2016	
	5.3.1D	Percentage of early marriages experienced by girls before the age of 15 years	Domesticated	Y				Y		Civil Registration and Vital Statistics (CRVS), Stats SA	Annual
A	5.3.2	Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	SDG²	Y				Y	A6 – G16 – P2 – T2 – I50	DHS	
Target 5.4	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate										

	No.	Indicator	Type			Code		Source	
Target 5.4	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate								
A	5.4.1	Proportion of time spent on unpaid domestic and care work, by sex, age, and location	SDG[2]	Y					
	5.4.1D	Percentage of time spent on unpaid domestic and care work, by sex	Domesticated	Y				Time Use Survey, Stats SA	
Target 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								
	5.5.1	Percentage of seats held by women in a) national parliaments and b) local governments	SDG[1,2]	Y	Y	N_15.4.1	Y	National Parliament	A6 – G17 – P1 – T2 – I48	?
	5.5.2	Proportion of women in managerial positions	SDG[1]	Y	Y	N_15.4.2		Quarterly Labour Force Survey (QLFS), Stats SA		Quarterly
Target 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								
A	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	SDG[2]	Y					
A	5.6.2	Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information, and education	SDG[3]	Y					
Target 5.7	By 2030, all vulnerable groups including women, children, rural communities, LGBTIs and African immigrants should enjoy equal protection and their vulnerability to be addressed through effective and coordinated responses by the police, business, community, and civil society (see chapter 12 for details).								
A	5.7.1	Number of sustained campaigns against racism, sexism, homophobia, and xenophobia.	NDP	Y	Y	N_15.1.1			
A	5.7.2	Percentage of vulnerable groups fully aware of their human rights	NDP	Y	Y	N_15.1.3			
A	5.7.3	Number of IDPs mainstreaming issues of women, child headed households and people living with disabilities	NDP	Y	Y	N_15.1.6			
Target 5.8	By 2030, adequately advance social justice and address historical disparities through the Broad-Based Black Economic Empowerment Act (2003)								
A	5.8.1	Percentage of enterprises and productive assets: a) managed by black people b) owned and controlled by black people	NDP	Y	Y	N_15.10.1			
A	5.8.2	Investment value in enterprises that are owned or managed by black people as a share of total investment value in enterprises	NDP	Y	Y	N_15.10.2			
A	5.8.3	Proportion of small enterprises that comply with four of the seven points	NDP	Y	Y	N_15.10.3			

A	5.8.4	Percentage of middle and senior management by population group					N_15.10.4
A	5.8.5	Number of enterprises listed on JSE that are owned or controlled by black people	NDP		Y		N_15.10.5
Target 5.9	By 2030, facilitate ownership and management of enterprises and productive assets by communities, workers, cooperatives, and other collective enterprises						
A	5.9.1	A strategy and programmers of facilitating ownership and management of enterprises by the historically disadvantaged	NDP		Y		N_15.11.1
A	5.9.2	Percentage of enterprises and productive assets owned by: a) communities b) workers c) Cooperatives and other collective enterprises	NDP		Y		N_15.11.2
A	5.9.3	Percentage of enterprises and productive assets managed by: a) communities b) workers c) Cooperatives and other collective enterprises	NDP		Y		N_15.11.3
A	5.9.4	Value of investment (ZAR) in enterprises that are owned or managed by communities, workers or cooperatives and other collective enterprises as a share of total investment value in enterprises	NDP		Y		N_15.11.4
A	5.9.5	Number of enterprises listed on JSE that are owned or controlled by communities, workers or cooperatives and other collective enterprises	NDP		Y		N_15.11.5
Target 5.10	By 2030 there should be an alignment amongst all BBBEE legislation and the codes and charters that flow from the BBBEE Act. A statutory body to regulate BEE verification should be established and the empowerment in place to revoke the accreditation status of verification agencies that deviate from officially defined processes of accreditation. Mandatory targets for all tenders above R10 million should be introduced by 2030						
A	5.10.1	Percentage of legislation, codes, and charters from the BBBEE Act that have been aligned	NDP		Y		N_15.14.1
A	5.10.2	Existence of a statutory body to regulate BEE verification	NDP		Y		N_15.16.1
A	5.10.3	Percentage of BEE verification agencies that had their accreditation status revoked	NDP		Y		N_15.16.2
A	5.10.4	Percentage of organs of state that have implemented mandatory targets for all tenders above R10 million	NDP		Y		N_15.15.1

Target 5.11		By 2030, promote citizen participation in forums such as Integrated Development Plans, Ward Committees, School Governing Boards and Community Policing Forums.					
A	5.11.1	Number of people participating in a) Integrated Development Plans, b) Ward Committees, c) School Governing Bodies and d) Community Policing Forums	NDP		Y	N_15.3.1	
Target 5.12		By 2030, participation in each sporting code should approximate the demographics of the country, excellent results in a number of sporting codes are expected from country population.					
A	5.12.1	Existence of a policy that promotes representation according to the country's demographics in various sporting codes	NDP		Y	N_15.5.1	
A	5.12.2	Participation in various sporting codes by population group	NDP		Y	N_15.5.2	
A	5.12.3	Value (ZAR) of investment in sports by sporting code (including school sports)	NDP		Y	N_15.6.1	
A	5.12.4	Percentage of schools with adequate resources for sporting activities.	NDP		Y	N_15.6.2	
A	5.12.5	Number of medals, awards or rankings attained by individuals and teams participating in a) continental and (b) international events by sporting code	NDP		Y	N_15.6.3	
A	5.12.6	Number of athletes supported (a) by sports academies and high performance; and (b) received financial support from government; by sporting code	NDP		Y	N_15.6.4	
A	5.12.7	Number of available sporting facilities and trained personnel within communities	NDP		Y	N_15.6.5	
A	5.12.8	Number of national sporting codes that have youth development programmers	NDP		Y	N_15.6.6	
Target 5.13		By 2030, the media should have instituted a Constitutional Friday on the first Friday of every month.					
A	5.13.1	Monthly media highlights of constitution and its values on radio, TV, and print.	NDP		Y	N_15.8.1	

Target 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									
A	5.a.1	(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and	SDG²	Y		N 15.17.1	Y	A6 - G16 - P1 - T1 - I47		
		(b) share of women among owners or rights-bearers of agricultural land, by type of tenure			Y	N 15.17.2	Y	A6 – G16 – P1 – T1 – I47b		
A	5.a.2	Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	SDG²	Y				A6 – G16 – P1 – T1 – I47		
A	5.a.3	Number of (a) communal farmers and (b)hectares of land; with or under secure tenure.	NDP		Y	N_6.12.2				
	5.a.4	Number of beneficiaries of land reform projects	NDP		Y	N_6.2.2				
	5.a.5	Percentage of small-scale farmers that have been assisted to graduate to commercial farming	NDP		Y	N_15.17.3	Y	A1 – G5 – P1 – T2 – I27	Department of Rural Development and Land Reform (DRDLR)	Annual
Target 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	SDG¹	Y	Y	N_4.13.1	Y	G1-0T1-P1-I42	General Household Survey (GHS), Stats SA	Annual
A	5.b.2	Fixed telephone subscription per 100 population	NDP		Y	N_4.13.2	Y			
Target 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									
A	5.c.1	Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	SDG²	Y						