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The Development of gender statistics: Zimbabwe's experience *

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Acronyms

AIDS	Acquired Immuno Deficiency Syndrome
CSO	Central Statistical Office
DFID	Department for International Development
EMIS	Education Management Information System
GDP	Gross Domestic Product
GFP	Gender Focal Points
HIV	Human Immuno-deficiency Virus
IPMAS	Integrated Monitoring System
MDG	Millennium Development Goals
MOESC	Ministry of Education, Sport and Culture
MOPSLSW	Ministry of Public Service, Labour and Social Welfare
NGO	Non Governmental Organisation
NHIS	Health Information System
PASS	Poverty Assessment Study Survey
TAG	Technical Advisory Group
UN	United Nations
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women
UNFPA	United Nations Population Fund
WHO	World Health Organisation

BACKGROUND

The government of Zimbabwe is a signatory to various regional and international conventions, protocols and declarations on gender. Amongst these are:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
- Universal Declaration of Human Rights;
- Convention on Civil and Political Rights;
- Convention on Economic, Social and Cultural Rights;
- Convention on the Minimum Age for marriage and Registration of Marriages;
- Beijing Declaration and Platform for Action of 1995;
- Millennium Declaration, 2000;
- Southern African Development Community (SADC)'s Declaration on Gender and Development and its addendum on the Prevention and Eradication of violence Against Women and Children; and
- The African Union (AU) Protocol on Women's Rights to protect women and girls against gender violence especially during armed conflict; etc

In 2004 Zimbabwe formulated a National Gender Policy 2004 to provide for '*...the institutional framework, allocation of resources and the requisite support for the implementation of policies, programmes and projects that create equality and equity between women and men*' (Government of Zimbabwe, 2004). Some of its critical goals include: eliminating all negative economic, social, legal and

political policies, cultural and religious practices that impede equality and equity of the sexes; mainstreaming gender in all aspects of the development process and to ensure sustainable equity, equality and empowerment of women and men in Zimbabwe, in all aspects of life. A National Plan of Action has since been put in place to guide the implementation of the National Gender Policy. Zimbabwe put up national gender machinery in the form of the Ministry of Women Affairs, Gender and Community Development in 2005 together with gender focal points in all key ministries. Several gender desks are present in both the public and private sectors in Zimbabwe which act as 'focal points' for gender mainstreaming and addressing gender equity concerns. Plans are under way to establish a Commission on Gender Equality in Zimbabwe adopting lessons learnt from South Africa.

The challenge encountered so far is that the national machinery is not adequately resourced (financial and human) to effectively implement the gender mainstreaming strategy. Most of the gender focal points (GFPs) are for some reason human resources managers who unfortunately have no link with development policy formulation and implementation. At best such focal points can influence gender equity in the recruitment policy. Some institutions pay lip service to the gender challenge by appointing very junior officers with no decision making powers to be GFPs. In addition, most GFPs have no clue of what the gender challenge is about and hence what it is they are being tasked to do, so that a lot of capacity building is needed. Another noticeable trend is that GFPs are mostly women which further marginalizes the gender agenda.

Zimbabwe has put in place several other measures to address gender inequalities. One such measure is the use of Affirmative Action in several sectors. For example, the 1989 Presidential Directive for the Public Service was one of the first attempts to address gender inequalities in Zimbabwe. This positive discrimination in favour of women made it possible for a few women to be appointed as ambassadors and senior officers in the public service. While affirmative action has been used to bring about some degree of progress in addressing gender inequalities in accessing higher education and employment, a mammoth challenge still exists in these two areas. It is also worrying to note that the private sector operations remain largely outside these measures.

The government has also tried to address gender issues using legislation such as, Minimum Wages Act Regulations, Equal Pay Regulation, Legal Age of Majority Act, Labour Relations Act, Matrimonial Causes Act, Amendment of Pensions Act, Sexual Discrimination Removal Act, Amendment of the Deeds Registries Act, Amendment of the Deceased Persons Estate Act and the Sexual Offences Act.

To buttress the formulation, implementation, monitoring and evaluation of policies that seek to promote gender equality and equity, up to date and reliable statistical information is required. This has led to an increase in the demand for gender statistics. The Central Statistical Office (CSO) is the official producer of statistics in Zimbabwe. Gender statistics has been institutionalised by the CSO by the creation of a Gender Statistics section manned by a full time statistician. Gender statistics are obtained from routine censuses and surveys and also from administrative records. The CSO produces mainly descriptive quantitative data, which has to be complemented by qualitative research from the academic and research institutions. Qualitative data are more likely to provide helpful explanations and insights on socio-cultural attitudes and trends which could be useful in finding possible ways to initiate changes in them.

Zimbabwe has successfully carried out Population Censuses and Intercensal Demographic Surveys every 10 years since 1982 and there are also some routine surveys conducted by the CSO which provide gender statistics. Line ministries such as the Ministry of Public Service, Labour and Social Welfare (MOPSLSW) and Ministry of Health and Child Welfare have also conducted various sample surveys. Administrative records such as those from, the National Health Information System (NHIS), the Ministry of Health and Child Welfare and the Education Management Information System (EMIS) from the

Ministry of Education, Sport and Culture provide detailed statistics on health and education respectively. Box 1 gives the list of gender statistics sources

In all surveys, censuses and administrative records data is collected by sex. In its 2005 to 2009 Plan of Action the CSO intends to do more internal sensitization of its staff on gender mainstreaming, publish two gender fact sheets and a booklet on women and men in Zimbabwe, do a gender inquiry and a user/producer workshop on gender statistics, create a gender statistics database in 2008 and also to conduct the first Time Use Survey in Zimbabwe.

Box 1: Sources of Gender Statistics

Population Censuses and every 10 years since 1982 –CSO;
Intercensal Demographic Surveys-CSO;
Income Consumption and Expenditure Surveys –CSO;
Indicator Monitoring Labour Force Surveys –CSO;
Demographic and Health Surveys –CSO;
Agriculture and Livestock Survey –CSO;
Poverty Assessment Study surveys – MOPSLSW;
Site Sentinel Surveys –MOPSLSW;
Zimbabwe Vulnerability Assessment Surveys –Nutrition Commission;
Nutrition Surveys – Ministry of Health and Child Welfare;
Orphans and Vulnerable Children Surveys - MOPSLSW;
Maternal and Child Health Survey - Ministry of Health and Child Welfare;
Anti-Natal Surveillance Surveys- Ministry of Health and Child Welfare;
National Health Information System - Ministry of Health and Child Welfare; and
Education Management Information System – Ministry of Education, Sport and Culture.

In order to enable it to prioritise its operations, the CSO gives the stakeholders who are the users and producers of statistics, including gender statistics, an opportunity to identify critical needs through soliciting user requirements whenever developing or revising statistical systems by carrying out user enquiries and also by convening periodically user/producer symposia aimed at promoting open dialogue between users and producers of statistics.

The CSO has conducted two gender statistics user enquiries in 1992 and 2004. The gender statistics user enquiry is a postal survey targeted at government ministries and departments, private sector, non-governmental organizations, parastatals, university departments and United Nations (UN) agencies. The purpose of a user inquiry is to identify user concerns, determine sources and availability of existing gender statistics and also to identify data gaps relevant to gender activities and progress. The gender statistics enquiry of 2004, for example, covered such areas as priority gender activity, awareness of policies, declarations, conventions, scope and coverage of the CSO gender publications, use of gender statistics, availability and accessibility of gender statistics etc. The findings from these user inquiries were used to assess the effectiveness/relevance of previous publications on Women and Men and also to prepare for forthcoming publications. These were mainly funded by the Government of Zimbabwe and also Statistics Sweden, the United Nations Population Fund, DFID etc. The 2004 gender enquiry, for example, concluded that users of gender statistics require more up to date data and comprehensive statistics on gender and also that there should be consistency in the periodicity of publishing the “Women and Men” publication in Zimbabwe.

In addition to the specific gender statistics user enquiry the CSO also periodically conducts general statistics user producer workshops. The 2004 workshop is the fourth such workshop whose objectives where to:

- Promote dialogue between users and producers of statistics;
- Review and appraise current delivery of statistical systems;
- Assess relevance of available statistics to the current socio-economic environment;
- Educate users and producers of statistics on how certain statistics are produced, and used and on definitions and concepts;
- Identify priority areas of statistical delivery systems;
- Recommend strategies for efficient delivery of statistical information; and
- Plan of Action.

A sector specific agricultural gender statistics workshop such as the Gender Disaggregated Agricultural Statistical data User/Producer workshop, 9 and 23-25 September 1997.

The CSO conducts internal assessments on gender statistics available within the CSO. Two such assessments have been conducted in 1997 and 2004. The purpose of the internal assessment is to assess achievements in the compilation of gender statistics, find out the constraints and suggest ways of mainstreaming gender etc. Internal sensitization of CSO staff in gender mainstreaming is also carried out.

Despite the impressive volumes of data collected on gender in Zimbabwe, gaps still exist in crucial information on the empowerment of women such as: domestic violence and abuse; access to resources including land, credit and inputs; informal sector opportunities; occupational segregation, remuneration, employer preferences and training; time use etc. Data gaps are a result of three possibilities such as a) data is currently not being collected, b) data is being collected but not being analysed and c) critical indices are not produced.

The major challenges that remain especially for CSO has to do with filling these gender data gaps. There is need for resources and capacity to process the huge volumes of gender information in the various data sets at the CSO and also capacity to do in-depth gender analysis. The high staff turnover at the CSO mainly resulting from unattractive remuneration and other conditions of service renders the training of gender statisticians a futile exercise. Presentation of gender statistics in a user friendly way also remains another challenge together with the problem of timeliness of results. A lot of the data collected through the NHIS and EMIS also needs to be optimally analysed by gender.

PART A: MAINSTREAMING GENDER STATISTICS INTO NATIONAL DEVELOPMENT PLANNING

THE MILLENIUM DEVELOPMENT GOALS (MDG) PROCESS

In Zimbabwe, the MDG process is considered to be the highest level of national development planning, as the MDG reports stand as the 2015 development vision of the country. In this regard, the MDG goals and targets guide development of the various national plans, policies and programmes. As a result, gender mainstreaming should start at this highest level where national vision is defined. Whilst addressing all eight MDG goals Zimbabwe has prioritised three of these goals, namely: Goal 1 *Eradication of extreme poverty and hunger*, Goal 3 *Promote gender equality and empower women* and Goal 6 *Combat HIV and AIDS, malaria and other diseases*, as the national priority goals which underlie the achievement of MDGs

in Zimbabwe. The fact that the gender goal is one of the priority goals in Zimbabwe is a positive thing to gender mainstreaming in national development planning and programming.

Zimbabwe has so far compiled two Millennium Development Goals Progress Reports for 2004 and 2005 as part of the ongoing MDG monitoring process. The Zimbabwe MDG Reports are a result of a consultative process spearheaded by the Ministry of Public Service, Labour and Social Welfare, in their capacity as the chair of the Cabinet on Social Services, and coordinated by the United Nations Development Programme (UNDP). A National MDG taskforce consisting of Government and Civil Society assists in the preparation of the reports. The reports were a result of a broad consultative process of Government Ministries and Departments, the United Nations Country Team, Private sector and Civil Society Organisations. The MDG process was facilitated by sector Ministries who coordinated and chaired the various thematic groups. There is a thematic group for each MDG goal. The thematic group on Goal 3 *Promote gender equality and empower women* is chaired by the Ministry of Women Affairs, Gender and Community Development. The United Nations Fund for Women (UNIFEM) and the World Health Organisation (WHO) give the technical backstopping to the Gender Thematic Group. Since gender is a cross cutting theme the Ministry of Women Affairs, Gender and Community Development and also the CSO are represented in all thematic groups so as to be able to mainstream gender in all goals.

For the MDG's for all goals the progress reports look at the following areas: targets, indicators, status and trends, challenges, supportive environment, priorities for development, priorities for development assistance, costing and monitoring and evaluating the MDG's.

When one looks at the MDG progress reports produced in Zimbabwe so far, some of the targets are not looked at in the gender context but for both sexes combined. A closer look at the MDG indicators in Table 1 shows that sex disaggregated indicators are not used to a great extent in monitoring and evaluation. Almost half (13 out of 24) of all indicators which can be disaggregated by sex for monitoring the MDG's are not. The information by gender is available for most of these indicators. As mentioned earlier, the awareness to produce gender disaggregated data is there, but what needs to be strengthened is analysis and using gender disaggregated data to inform policy and programming.

Table 1: Zimbabwe MDG indicators by whether they are disaggregated by sex or not	
MDG Goal and Indicators	Disaggregation by sex
Goal 1: Eradicate Poverty and hunger	
Target 1: a) Halve, between 2002 and 2015, the proportion of people whose income is less than the Total Consumption Poverty Line (TCPL) b) Halve, between 2002 and 2015, the proportion of people in human poverty, as measured by the HPI.	
1. Percentage of people below the Total Consumption Poverty Line (TCPL)	Yes
2. Human Poverty Index	Yes
Target 2: a) Halve, between 2002 and 2015, the proportion of people who suffer from hunger. Reduce by two-thirds, between 2002 and 2015, the proportion of under five children who are malnourished.	
3. Percentage of population below the Food Poverty Line (FPL)	No
4. Percentage of under-five children who are malnourished	No
5. Percentage of under-fives having at least three meals a day	No

Goal 2: Achieve Universal primary education	
Target 3: Ensure that, between 200 and 2015, all Zimbabwean children boys and girls alike will be able to complete a full programme of primary education.	
6. Primary school completion rate	Yes under Goal 3
7. Net enrolment ratio in primary education	Yes under Goal 3
8. Literacy rate of 15-24 year olds	Yes under Goal 3
9. Teacher Pupil ratio	Yes under Goal 3
Goal 3: Promote gender equality and empower women	
Target 4 (A): Eliminate gender disparity in primary and secondary education, preferably by 2005 and at all levels of education no later than 2015.	
10. Net enrolment ratios by gender , primary education level	Yes
11. Net enrolment ratios by gender , secondary education level	Yes
12. Literacy rates of 15-24 year olds by gender	Yes
13. Net completion rates by gender, for primary and secondary	Yes
14. Percentage of enrolment and completion rate in universities	Yes
Target 4 (B): Increase the participation of women in decision making in all sectors and at all levels (to 40 percent for women in senior civil service positions and to 30 percent for women in parliament) by 2005 and to 50:50 balance by 2015.	
15. Percentage of women in Parliament	Yes
16. Percentage of women in the civil service who are at Under Secretary level and above	Yes
17. Percentage of women in the private sector at managerial level	Yes
18. Percentage of women in local government decision –making bodies	Yes
Goal 4: Reduce child mortality	
Target 5: Reduce by two-thirds, between 2000 and 2015, the under –five mortality rate.	
19. Under five mortality rate (death per 1 000 live births)	No
20. Infant mortality rate (death per 1 000 live births)	No
21. Percentage of under-fives who are undernourished	No
22. Percentage of children vaccinated against measles	No
Goal 5: Improve maternal health	
Target 6: Reduce by two-thirds, between 2000 and 2015, the maternal mortality ratio.	
23. Maternal mortality ratio	N/A
24. Proportion of births attended by skilled health personnel	N/A
Goal 6: Combat HIV/AIDS, malaria and other diseases	
Target 7: Have halted, by 2015, and begun to reverse the spread of HIV and AIDS.	
25. HIV AIDS prevalence among 15-24 year old pregnant women	N/A
26. Number of children orphaned by HIV and AIDS	No
Target 8: Have halted, by 2015, and begun to reverse the increasing incidence of Malaria, TB and Diarrhea diseases.	
27. Incidence of Malaria	No
28. Incidence of Tuberculosis	No
29. Incidence of diarrhea disease	No
Goal 7: Ensure environmental sustainability	
30. Proportion of land covered by forest	N/A
31. Land areas protected to maintain biological diversity	N/A
32. Gross Domestic Product (GDP) per unit of energy use	N/A
33. Proportion of people with sustainable access to an improved water source	No

Target 10: Halve, by 2015, the proportion of people without sustainable access to safe drinking water and basic sanitation	
34. Proportion of people with access to improved sanitation	No
35. Number of housing units produced annually	N/A
Goal 8: Develop a global partnership for development	
36. Total Trade to GDP ratio	N/A
37. N/A	N/A
38. Cost of transport per kilogram per kilometer by rail, road and air	N/A
39. Total debt as a percentage of GDP	N/A
40. Overall structural unemployment	N/A
41. Proportion of population with access to affordable essential drugs on a sustainable basis	N/A
42. Personal computers per 1 000 people	N/A
43. Real GDP growth	N/A
44. Inflation Rate, Average Year on Year	N/A

According to the Zimbabwe Millennium Development Goals 2004 Progress Report the existing capacities for data gathering, statistical tracking, statistical analysis, incorporating statistics into policy and overall monitoring and evaluation and the quality of survey information, were assessed using the very weak, weak, fair, strong and very strong categories as shown in Table 2. There is no system for gender monitoring and evaluation in Zimbabwe.

Table 2: Capacity for monitoring and evaluating Goal 3 on Promote Gender Equality and Empower Women	
Existing capacity for data gathering	Fair: National capacity to gather differential data at macro, sector and grassroots levels needs strengthening.
Quality of survey information	Fair: National capacity to design appropriate survey instruments needs strengthening.
Existing capacity for statistical tracking	Weak: national capacity to track statistical data in all sectors needs strengthening.
Existing capacity statistical analysis	Weak: Capacity for the CSO to analyse available gender disaggregated data is weak.
Existing capacity for incorporating statistics into policy	Weak: Capacity for policy formulation using data is weak.
Monitoring and evaluation	There is no system for gender monitoring and evaluation.
Source: Zimbabwe Millennium Development Goals, 2004 Progress Report, Government of Zimbabwe 2004.	

To further mainstream gender into national development planning the types of strategies that can be suggested are:

- Technical and financial support and capacity building to the whole gender mainstreaming machinery – Ministry of Women Affairs, Gender and Community Development, The Gender Focal Points in line ministries etc ;
- Capacity building of the CSO to enable it to produce relevant and timely gender statistics and also to do in-depth gender analysis to be used for planning, monitoring and evaluation;
- Capacity building in gender mainstreaming in plans to planners especially those in key government institutions such as the Ministry of Finance, Ministry of Economic Development, Ministry of Agriculture, Reserve Bank and other line ministries;

- Capacity building of research and academic institutions and consultants for qualitative research and more rigorous gender analysis;
- To give financial and technical support to local consultants to produce gender reports on various issues such as the Gender Dimensions of Poverty; 2003 Poverty Assessment Study Report; and
- Build a core network of gender experts who can be called upon to assist in gender mainstreaming in every national plan formulation process etc.

The actors that should be involved are Government Ministries and Departments, civil society, private sector, the United Nations and other bilateral and multilateral organizations. Some of the main actors in the mainstreaming of gender from government would be; Ministry of Finance, Ministry of Economic Development, Reserve Bank of Zimbabwe, Ministry of Youth Development, Gender and Employment Creation; CSO; Ministry of Agriculture, MOPSLSW; Ministry of Education, Sport and Culture; Ministry of Higher and Tertiary Education; Ministry of Health and Child Welfare; Ministry of Lands and Resettlement; Ministry of Local Government; Ministry of Legal and Parliamentary Affairs; President's Office: Monitoring and Implementation Division; Ministry of Transport and Communication; Ministry of Information etc and all the other line ministries.

Non –governmental Organisations which advance gender issues such as National Association of Non Governmental Organisation (NANGO); Zimbabwe Women Resource Centre Network (ZWRCN); Women Action Group (WAG); Padare; Musasa Project; Women in Law and Development in Africa (WILDAF); Women in Law in Southern Africa (WILSA); Zimbabwe Council of Churches; Zimbabwe Red Cross Society; Girl Child Network; Silveira House; Zimbabwe Congress of Trade Unions (ZCTU), Employers Confederation of Zimbabwe (EMCOZ), Confederation of Zimbabwe Industries (CZI), etc

Main actors from academic and research institutions would include various departments which deal with research on development issues such as ; Institute of Development Studies-University of Zimbabwe; Population Centre for Development Studies; Department of Statistics; Sociology Departments; and Agriculture Department etc.

As elaborated earlier there are gender data gaps on such issues as time use and unpaid care work, general and domestic gender violence, access to resources, informal economy opportunities etc. There are also issues of concepts and definitions which need to be improved to make them relevant for gender analysis. Concepts such as household and household headship, marriage, economic activity, informal sector etc.

PART B: CAPACITY BUILDING AND INFORMATION SHARING

Training courses and workshops:

There seems to be minimal training in gender issues in Zimbabwe. Partnerships should be formed between the government ministry (Ministry of Women Affairs, Gender and Community Development), United Nations agencies (UNIFEM and UNICEF) and civil society with gender mainstreaming as their core mandate. Overtime, the training courses have been mainly adhoc and are held for a few days. The long courses of up to a month are rare. The training courses and workshops conducted in Zimbabwe are:

- Internal gender sensitization meeting within the CSO, 23 April 1996;
- Dissemination of figures in the 1995 booklet at the workshop for the 1995 conference on Women in Beijing in 1995;
- Participation in the preparation of the African American Summit, 22-26 July 1997;

- Participation in the Gender Disaggregated Agricultural Statistical data User/Producer workshop, 9 and 23-25 September 1997;
- Training of gender focal persons from government ministries conducted by the Ministry of Youth Development, Gender and Employment Creation, ZIPAM 2003;
- CSO participated in other institutional meetings/workshops on gender such as Unpaid Care Work, Gender Forum; and
- Gender and child analysis training etc

Regional or international forum

There are very few regional and international forums on gender statistics attended by the CSO. The forums that the CSO has participated in are:

- Improving Gender Statistics through Regional Cooperation in Namibia, 14-17 May 1996.
- Gender Strategies for The Implementation of the Plan of Action in Swaziland, 14-18 April 1997.
- Workshop on Regional Capacity Building for Gender in Budgeting in Southern Africa etc

Publications on gender statistics

Zimbabwe has published various booklets on women and men which are mainly quantitative, descriptive and lacking in in-depth gender analysis. Two Poverty Assessment Study Surveys have been conducted in Zimbabwe in 1995 and 2003 by the Ministry of Public Service, Labour and Social Welfare. For 2003 a Main Report has been compiled and is being processed for publication this year. Various thematic reports on The Gender Dimensions of Poverty, Poverty and the Environment, Poverty and Orphans and vulnerable children, Poverty and Malnutrition are also going to be published. For all the reports substantial gender mainstreaming is expected.

The thematic report on the Gender Dimensions of Poverty: 2003 Poverty Assessment Study Survey (PASS) which is being compiled by the MOPSLSW and UNIFEM will be one of the first comprehensive publications on gender in Zimbabwe. This report should go a long way in providing information in all areas such as poverty prevalence, human poverty and human development, demographic characteristics, education, General Health and Disability, HIV, AIDS and Chronic Illnesses, Orphans and Vulnerable Children, Activity and Labour Force, the Informal economy and household businesses, Income, Consumption Expenditure, Child Nutrition and Household meal consumption, Agriculture, Environment, Housing Amenities and Assets, Access to Transport, Communication and Other Services and Time use. Another gender report which has been produced by UNICEF (Joyce Malaba, 2004) is on The Costs of Unpaid Care Work.

Other gender publications (available and planned) which are mainly quantitative are:

- Zimbabwe data base (ZIMDAT) –Contains economic, social and political indicators since 1980 to current and most indicators are disaggregated by gender;
- Gender Statistics Data Base (Planned 2008);
- Women and Men: Facts and Figures, Central Statistical Office, 1991;
- Women and Men: Facts and Figures, Central Statistical Office, 1995;
- Women and Men in Zimbabwe, Central Statistical Office, 2002;
- Women and Men in Zimbabwe (4th Booklet) – Planned 2005/2006;
- Gender Statistics Fact Sheet, Central Statistical Office, 2005;
- Gender Fact Sheet (Planned 2005 and 2009);
- Women and Men in Zimbabwe, Central Statistical Office, 2006 (Planned);

- Gender Statistics Available Within the Central Statistical Office, Central Statistical Office, 1997;
- Zimbabwe Human Development Report 2006/2007 on Gender (currently being compiled)
- Women in Development, 1998, Beyond Inequalities; Women in Zimbabwe, Southern African Research and Documentation Centre (SARDC) Women Resource Centre and Network, Women in Development Southern Africa Awareness (WIDSSAA) programme;
- Gender Statistics User Inquiry Report, 1992, Central Statistical Office, 1992;
- Gender Statistics User Inquiry Report, 2004, Central Statistical Office, 2004;
- Gender Statistics User Inquiry (Planned 2007);
- Gender Statistics Available Within the Central Statistical Office, Central Statistical Office, 2004;
- Report on the Proceedings of the User Producer Statistics Symposium, Kadoma Hotel and Conference Centre, 27-31 July 1998, Central Statistical Office, 1998;
- Report on the Proceedings of the User Producer Statistics Symposium, Kadoma Hotel and Conference Centre, 8-12 November 2004, Central Statistical Office, 2005;
- User/Producer Workshop on Gender Statistics (Was planned for 2005);
- The Gender Dimensions of Poverty: A Thematic Report from the 2003 Poverty Assessment Study Survey, Ministry of Public Service, Labour and Social Welfare. (Planned 2007);

PART C: DEVELOPMENT ASSISTANCE

Over the years, The Zimbabwe CSO received substantial financial, technical and development assistance mainly from Statistics Sweden in the early 90's. However, since 2000 development assistance in Zimbabwe has dwindled due to the general international isolation of Zimbabwe after the controversial land reform programme. Assistance to gender statistics at a national level has been equally affected. Usually there is development assistance in financing improvements in gender statistics, in terms of financing workshops and also bringing in expert advice. The CSO has recently received assistance in conducting User /Producer Workshops which include gender statistics, and also in developing the Zimbabwe Data Base (ZIMDAT.) by UNICEF and UNFPA.

One of the major initiatives in Zimbabwe conducted with external development assistance which is considered to have been particularly effective in promoting some aspects of the development of gender statistics is the 2003 PASS conducted by the MOPSLSW. This survey was funded by the Government of Zimbabwe with financial and technical support from UNDP in collaboration with other United Nations agencies (UNICEF, UNIFEM, UNFPA and the World Bank). The objectives of PASS 2003 were to:

- update PASS 2005;
- measure poverty in Zimbabwe in its different dimensions and serve as an input into the National Poverty Reduction Strategy (NPRS);
- provide a relevant database for Human Development Indices and for monitoring the Zimbabwe Millennium Development Goals (ZMDGs); and
- provide an up to date reference point for poverty reduction interventions by Government and many other development players including child welfare agencies, health and nutrition sector, and institutions for gender empowerment, rural and urban local authorities and agencies that advance the causes of vulnerable and disadvantaged groups.

One of the specific aims of PASS 2003 was to assess the linkages between poverty and gender.

Promotion of a gender perspective and /or gender statistics

The 2003 PASS was conducted nation wide covering all 10 Provinces and 85 districts (rural and urban). Four types of surveys were conducted namely, the household, homeless people, community and institutional surveys. The household survey covering 31 725 households (effective response rate) is the largest ever household survey conducted in Zimbabwe. The household questionnaire covered the following modules:

- Characteristics of household members (age, sex, marital status, household head ship, relationship to head of household, orphan hood etc);
- Education;
- Health (fertility, maternal health, vaccination, nutrition, disability etc);
- HIV and AIDS Awareness;
- Employment;
- Income (employment, household business, agricultural activities, natural resources, transfers);
- Food Security, adaptation and coping strategies;
- Housing, Amenities (water, sanitation and energy) and Assets;
- Land and other natural resources (land access and ownership, land conservation and environment, agricultural activities);
- Transport and Communication; and
- Time Use.

All the data in the household survey is disaggregated by sex.

Promotion of dialogue between producers and users of gender statistics

At the highest level the Cabinet Action Committee for Social Services gave overall policy guidance whilst the Integrated Poverty Monitoring and Analysis System (IPMAS) Technical Advisory Group (TAG) provided technical guidance. The IPMAS TAG chaired by the MOPSLSW comprises representatives from the Ministries of Health and Child Welfare; Education, Sport and Culture; Agriculture, Local Government, Public Works and National Housing; Water and Infrastructure Development; Finance; Economic Development; Environment and Tourism and Women Affairs, Gender and Community Development and the Office of the President and Cabinet, Association of Rural District Councils, Urban Councils Association of Zimbabwe, Poverty Reduction Forum, University of Zimbabwe (Departments of Economics, Statistics, Agricultural Economics and Sociology), UNDP, UNICEF, UNFPA, UNIFEM and the World Bank

On a day to day basis the project was run by a team of national professionals from various disciplines.

At the beginning of the PASS 2003 project members of TAG were trained for 14 weeks on poverty concepts, data collection and analysis. A user producer workshop was conducted to discuss the content of the survey. All these structures and processes ensured local ownership of the entire PASS 2003 which is very critical for the success and effectiveness of any initiative.

Adoption of gender sensitive concepts and methods in specific data collection exercises

At the instrument design stage UNIFEM and the other stakeholders with a gender mandate ensured that all instruments for the PASS 2003 survey were gender mainstreamed. There was basically a sex question linked to all questions dealing with individual persons which enabled tabulation by sex. Even for the other questions it was ensured that where applicable, information was collected by sex. The design of the household questionnaire, for example, enabled the separation of households into de-jure female headed

(legally the head e.g. widow, single women, divorced), de-facto female headed (presently heading whilst spouse is away) and male headed. Most of the analysis in the Gender Dimensions of Poverty Thematic Report is based on these three types of households.

Gender sensitivity was also practiced at the recruitment of field workers. Both sexes were fairly represented. For the Focus Group discussions and the survey of the homeless it was ensured that an equal number of females and males were interviewed.

Production and dissemination of relevant gender statistics

A number of publications are being produced from the PASS 2003 namely; The Main Report (with 22 chapters covering the various economic and social dimensions of poverty), 10 Provincial Reports, a Poverty Atlas and four thematic reports on The Gender Dimensions of Poverty, Poverty and Orphans and Vulnerable Children, Poverty and Nutrition and Poverty and the Environment. The thematic reports are the first to be produced from a PASS. Various UN Agencies have supported the production of thematic reports which are relevant to their mandate. The Gender Dimensions of Poverty Thematic report is being compiled by two local consultants with the financial assistance from UNIFEM. In addition to the production of the various reports the huge volumes raw of data from PASS 2003 will be made readily available to the public for further in-depth research.

All these reports from the PASS 2003 process are gender mainstreamed. However, in addition to the gender mainstreaming in the various reports, the Gender Dimensions of Poverty Report will mainstream gender in greater detail than the other reports. Since gender is cross cutting, as mentioned earlier the Gender Dimensions of Poverty thematic report will cover areas such as poverty prevalence, human poverty and human development, demographic characteristics, education, General Health and Disability, HIV, AIDS and Chronic Illnesses, Orphans and Vulnerable Children, Activity and Labour Force, the Informal economy and household businesses, Income, Consumption Expenditure, Child Nutrition and Household meal consumption, Agriculture, Environment, Housing Amenities and Assets, Access to Transport, Communication and Other Services and Time use.

Presentation of statistics in formats easily accessible to a wide array of users

Most of the reports produced from PASS 2003 are reader friendly in language, with tabular, graphic and map illustrations. The PASS 2003 team of professionals was trained in data presentation using a software package called DEV-INFO from UNICEF.

Sensitization of key user groups

A national workshop and provincial workshops are planned for December 2006 to disseminate the findings of PASS 2003 to the various users. At the national workshop, the Minister of Public Service, Labour and Social Welfare will launch the results. At provincial level, the Provincial Governors, who are the representatives of the President in the provinces will launch the results.

Recommendations for improving development assistance aimed at supporting the development of gender statistics

The following strategies are recommended for development assistance aimed at supporting the development of gender statistics;

- Technical and financial support and capacity building to the whole gender mainstreaming machinery – Ministry of Women Affairs, Gender and Community Development, The Gender Focal Points in line ministries etc ;
- Capacity building of the CSO to enable it to produce relevant and timely gender statistics and also to do in-depth gender analysis to be used for planning , monitoring and evaluation;
- Capacity building in gender mainstreaming in plans to planners especially those in key government institutions such as the Ministry of Finance, Ministry of Economic Development, Ministry of Agriculture, Reserve Bank and other line ministries;
- Technical and financial support and capacity building in the conduction of special surveys on gender such as the planned Time Use survey by the CSO in 2009 and also possible surveys such as on the informal sector, on access to resources, occupational surveys etc.
- Build a core network of gender experts who can be called upon to assist in gender mainstreaming in every national plan formulation process and to give financial and technical support to local consultants to produce gender reports on various issues such as the Gender Dimensions of Poverty; 2003 Poverty Assessment Study Report;
- Support combined analysis to produce gender reports from all scattered gender data from various data sets which remains untabulated and unanalysed such as the 2001 Income Consumption and Expenditure data, Education, Employment and also data from the Social Services Department etc;
- Strengthening capacity in qualitative research and in-depth analytical gender analysis and presentation through universities and other research institutions. Target specific areas priority areas such as The National Plan of Action for Women and Girls to reduce vulnerability to HIV and AIDS, The national Action Plan for Orphans and Vulnerable Children etc; and
- Support to improve the presentation and dissemination of gender statistics to law and policy makers, Non Governmental Organisation and the private sectors and other stakeholders in user friendly and briefing kits, brochures etc.

Areas to be prioritized and Gaps

- Zimbabwe has huge amounts of quantitative data collected which is disaggregated by sex. The challenge is to optimally tabulate and to conduct in-depth analysis using that data and to use that data to mainstream gender in development plans and programs. The starting point is to build capacity in all key policy making institutions such as the Ministries of Finance, Economic Development and the Reserve Bank of Zimbabwe etc on how to mainstream gender in their plans. This can be done through workshops and also technical assistance in gender mainstreaming during the policy formulation process. Since the staff turnover in these key institutions is high, it will be necessary to build a core network of gender experts who can be called upon to assist in gender mainstreaming in every national plan formulation process. Support to improve the presentation and dissemination of gender statistics to various law and policy makers in effective user friendly formats is also a priority.

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