Module 1: Inclusive Data: Concepts and Frameworks

Inclusion Data Quest

May 2025

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Module Objective

This module introduces inclusive data concepts, key dimensions, and frameworks for policymakers, researchers, and data professionals.

Agenda

1. What is inclusive data?
2. Key Dimensions of Inclusive Data
3. Global Frameworks: Sustainable Development Goals
4. National Frameworks: eg. Kenya’s Policies
5. Challenges in Data Collection (for inclusive data)
6. Key takeaways

1. What is inclusive data?

What is inclusive data?

Inclusive data refers to data that accurately represents ***all*** people in society, particularly marginalized or underrepresented groups.

It ensures that no one is left out of the data used for decision-making, policy, research, or service delivery.

Global Partnership for Sustainable Development Data (GPSDD)

> "Inclusive data includes all people in the data, especially those who are at risk of being left behind. It is disaggregated by key characteristics (such as age, sex, disability, income, migratory status, etc.) and is collected and used through participatory and ethical methods that reflect the lived realities of all individuals."

United Nations Statistics Division (UNSD)

> "Inclusive data ensures representation and visibility of all population groups in official statistics and disaggregated data, fostering equity and social justice in data production and use."

Inclusive data goes beyond data disaggregation, looking across the data value chain - from data collection, analysis through to its dissemination and use. To build inclusive data systems, organizations must:

a) Ensure that the production of data is inclusive by closing the data gaps that inadvertently facilitate discrimination and bias in monitoring, evaluation and decision-making.
b) Ensure that the dissemination and use of this data is inclusive, open and transparent by establishing mechanisms to share the data back with the people and communities from whom it is collected and building the capability of users to make use of the data.

Why does it matter?

- **All populations must be included in the data: "**We need to acknowledge all people, make them visible in the data to understand their lives, and inc-lude them in the development process." (GPSDD)
  - **"All data should, wherever possible, be disaggregated in order to accurately describe all populations"**
- **Addresses Disparities:** Inclusive data is key to eliminating bias and discrimination while promoting inclusion in various sectors.
- **Enables Equitable Policies**: It helps us understand the barriers faced by marginalized groups, informing the creation of more inclusive laws, policies, and decisions.
- **Empowers Communities**: Equitable data access helps democratize information and empowers communities to advocate for their needs.
- **Supports Sustainable Development Goals**: Collecting data that includes everyone is vital to achieving the Sustainable Development Goals' commitment to **leave no one behind**.

Methods for Equitable Representation

- **Oversampling**: Deliberately increasing sample sizes for marginalized groups (e.g., indigenous communities in Australia's census).

- **Participatory Data Collection**: This includes varying levels of public involvement in projects. It can involve citizens assisting with data collection, like using equipment to take street view photos for Google. Alternatively, it can involve community organizations, which combine mapping with community census efforts and the collection of neighborhood histories (e.g., Brazil's Favelas mapping projects led by residents).

- **Technology-Driven Solutions**: Technology can dismantle traditional barriers to inclusivity by making data collection scale and be accessible, sometimes also in rural areas where there is connectivity (e.g., UNICEF's RapidPro in rural Kenya).

2. Key dimensions of inclusive data?

NAIROBI

POPULATION

	Total area (sq. km)	Persons per sq. km
	704	6247

		Urban	Rural Population
Male:	2,192,452	2,192,452	-
Female:	2,204,376	2,204,376	-
Intersex:	245		-
Total:	4,396,828	4,396,828	-

Average Contribution to GDP (2013-2017)

21.70%

Key Economic Activity

1. Services
2. Manufacturing

Gross County Product, 2017 (in million Kshs.))

1,492,323

County Share of Gross Value Added and Gross County Product (GCP) by Economic Activity, 2017

19.80%

INEQUALITY TRENDS

Annual mean per capita expenditure 2016 (Kshs)	Median real per capita expenditure 2016 (Kshs)	GINI coefficient 2015/16	Absolute Poverty 2015/2016 (%)
103,774	80,472	0.34	16.80%

NAKURU

POPULATION

	Total area (sq. km)	Persons per sq. km
	7,505	288

		Urban	Rural Population
Male:	1,077,272	517,633	559,639
Female:	1,084,835	529,377	555,458
Intersex:	95	-	-
Total:	2,162,202	1,047,010	1,115,097

Average Contribution to GDP (2013-2017)

6.10%

Key Economic Activity

1. Agriculture
2. Services
3. Other industries
4. Manufacturing

Gross County Product, 2017 (in million Kshs.))

517,462

County Share of Gross Value Added and Gross County Product (GCP) by Economic Activity, 2017

6.90%

INEQUALITY TRENDS

Annual mean per capita expenditure 2016 (Kshs)	Median real per capita expenditure 2016 (Kshs)	GINI coefficient 2015/16	Absolute Poverty 2015/2016 (%)
60 576	43 265	0.381	39.10%

Figure 3.1: Share of Counties in GDP (2013-2017)

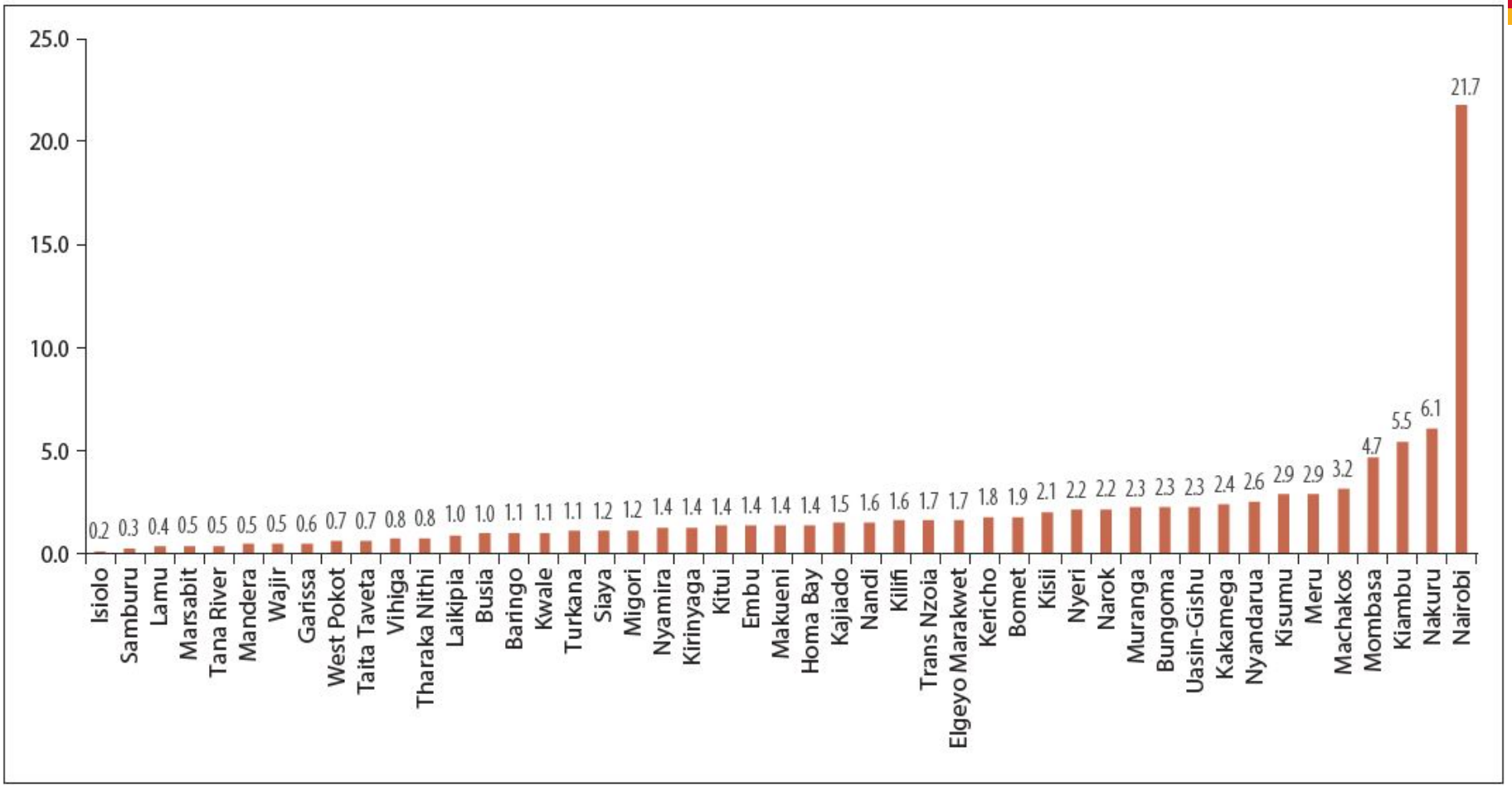
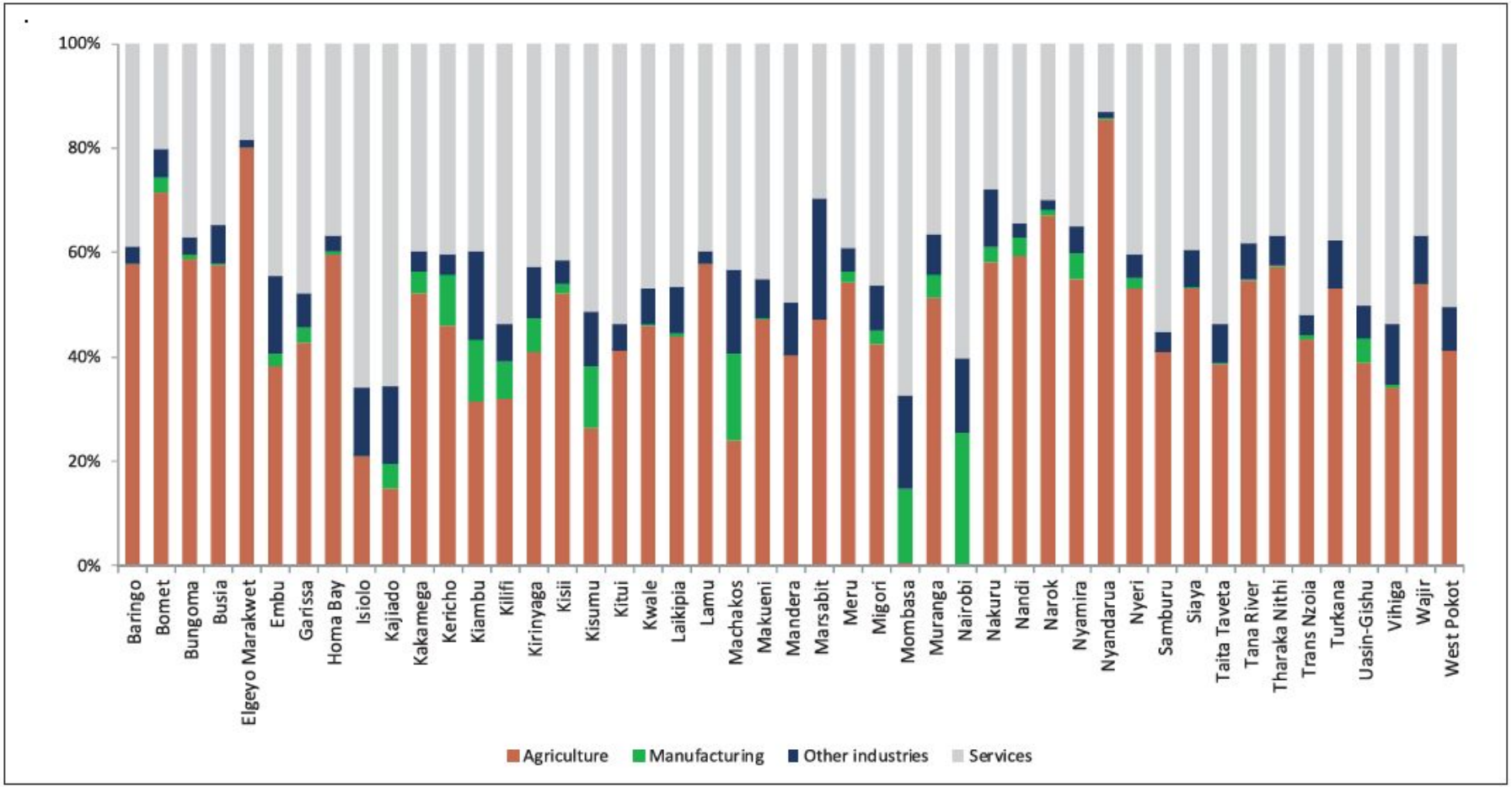
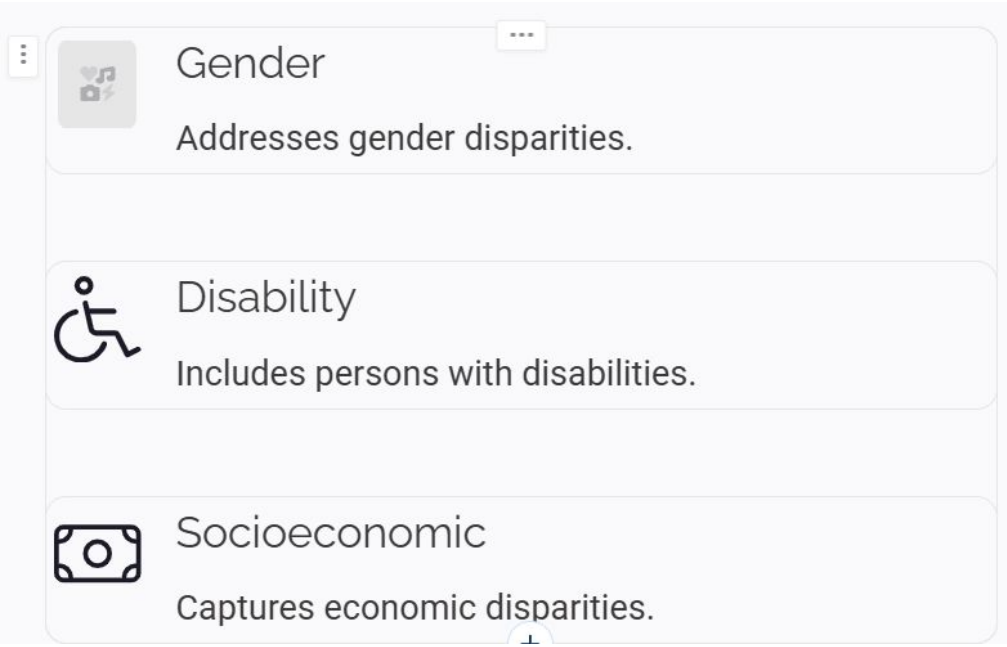


Figure 3.5: Proportion of County Economic Activities by Broad Sectors



Key dimensions of inclusive data



Gender-disaggregated data reveals disparities in access to resources and opportunities, while

Disability-inclusive data ensures policies address accessibility barriers and participation gaps.

Socioeconomic data captures structural inequities like income, education, and geographic divides, enabling targeted interventions to uplift underserved communities and foster equitable development.

Examples - Inclusive data practices in action from data collection and research studies

- **Gender:**
  - **Cultural Nuances**: Collecting data on non-binary identities in Nepal's national surveys (United Nations Development Programme, & Williams Institute. (2014).
  - Unpaid Labor: Time-use surveys in Uganda revealing women's disproportionate caregiving roles. (UN Women, 2024)

- **Disability**:
  - **Spectrum Awareness**: Differentiating between congenital vs. acquired disabilities in Colombia's health surveys (Bogart, K. R., Rosa, N. M., & Slepian, M. L., 2018). Study uses diverse samples.

Examples - Inclusive data practices in action from data collection and research studies

- **Socioeconomic**:
  - **Digital Divide:** Mexico's inclusion of internet access metrics in poverty indices (Mecinas Montiel, 2016).
  - **Intersectionality**: South Africa's data on race-class overlaps post-apartheid (Ntlhane, 2014).

3. Global frameworks promoting inclusive data

Global Frameworks

The Sustainable Development Goals (SDGs) stand out as a transformative framework for promoting inclusive data by mandating the collection, analysis, and use of disaggregated data to address systemic inequalities.

Why the SDGs?

1. **Universal Application:** The SDGs apply to all countries.
2. "**Leave No One Behind" Principle**: This core ethos mandates data systems that capture the full diversity of populations, ensuring policies target the most vulnerable.
3. **Standardized Indicators**: The SDGs provide globally comparable metrics (e.g., disaggregation by sex, age, disability), fostering accountability and cross-country learning.

Two goals that exemplify this commitment are **SDG 5 (Gender Equality)** and **SDG 10 (Reduced Inequalities),** which drive inclusivity through specific targets and indicators:

SDG

SDG 5 challenges governments to move beyond averages and address systemic barriers faced by women and girls, particularly in low-income or conflict-affected regions.

SDG 5 explicitly advocates for **gender-disaggregated data** to uncover disparities and inform equitable policies. Key examples include:

- **Indicator 5.1.1**: Legal frameworks for gender equality require data on laws protecting women's rights, such as access to education, employment, and political representation.
- **Indicator 5.5.1**: Tracks women's participation in leadership roles (e.g., parliament, corporate boards), demanding granular data to highlight gaps.
- **Violence against women**: Surveys on gender-based violence (e.g., domestic abuse prevalence) ensure marginalized voices are counted

SDG

This goal compels policymakers to identify and address hidden inequalities, such as unequal access to education for rural populations or healthcare disparities among ethnic minorities.

SDG 10 focuses on **socioeconomic and intersectional inclusivity**, urging data disaggregation by income, ethnicity, disability, migration status, and other marginalized identities:

- **Indicator 10.2.1**: Measures the proportion of people living below 50% of the median income, necessitating data on poverty across subgroups (e.g., Indigenous communities, refugees).
- **Indicator 10.3.1**: Tracks discrimination policies, requiring data on exclusionary practices in education, healthcare, and employment.
- **Disability inclusion**: Aligns with the Washington Group's disability questions to ensure persons with disabilities are represented in national surveys.

4. National Frameworks Promoting Inclusive Data

National Frameworks

A national framework is a structured plan or system established by a government to guide action, coordination, and decision-making on a specific issue at the national level.

It sets out goals, principles, policies, roles, and responsibilities to ensure consistent and aligned efforts across different sectors, regions, and stakeholders.

National frameworks can promote inclusive data collection across gender, disability, and socioeconomic dimensions and can be critical for addressing inequalities and informing equitable policies.

Discussion

Do you know of any national frameworks in Kenya or in other countries addressing different elements of inclusivity such as gender, disability, or socio-economic?

Types of Frameworks

- **Gender frameworks** focus on closing gaps in representation, wages, and rights.
- **Disability frameworks** emphasize accessibility and rights-based data collection.
- **Socioeconomic frameworks** target poverty and inequality through granular identity-based data.
- **Cross-cutting frameworks** align with SDGs to ensure no one is left behind.

Examples of Gender Frameworks

Country	Framework	Key Features
Canada	Gender-Based Analysis Plus (GBA+)	Mandates impact assessments across gender, race, disability, etc.; requires disaggregated data for policy equity.
Sweden	Gender Equality Policy	Collects gender-disaggregated data in education, employment, and healthcare; tracks wage gaps.
Rwanda	Gender Monitoring Office (GMO)	Tracks female political representation (e.g., 61% parliamentarians) and economic participation.

Examples of Disability Frameworks

Country	Framework	Key Features
Kenya	Persons with Disabilities Act (2003)	Requires disability data collection; aligns with Kenya's Vision 2030.
Australia	National Disability Strategy (2021–2031)	Collects data on employment, education, and healthcare access; aligns with UN CRPD.
United Kingdom	Equality Act (2010)	Mandates disability data in workforce demographics and service accessibility.

Examples of Socio Economic Frameworks

Country	Framework	Key Features
India	Socio-Economic Caste Census (SECC) starting 2011	Collects caste, income, and occupation data to target welfare schemes (e.g., food security).
South Africa	National Development Plan (NDP) 2030	Tracks income, and geographic disparities (e.g., rural vs. urban education access).
Brazil	Cadastro Único (Unified Registry)	National database of low-income households for allocating benefits (e.g., Bolsa Família).

Examples of “Customised” SDG Frameworks

Country	Framework	Key Features
Philippines	Philippine Development Plan (PDP)	Integrates SDG indicators with disaggregated data on gender, disability, and ethnicity.
New Zealand	Living Standards Framework	Measures wellbeing for Māori, Pacific peoples, and disabled communities to guide inclusive policies.
European Union	European Pillar of Social Rights	Collects data on migrants, low-income groups, and persons with disabilities to address regional inequalities.

Reflection

1. What do you think are the challenges associated with these types of frameworks?
2. What possible solutions can be employed to address the challenges?

Summary of Challenges

Challenge Category	Gender	Disability	Socioeconomic
Technical	• Non-standard gender identity metrics • Lack of intersectional data (e.g., race + gender)	• Inconsistent disability definitions • Inaccessible survey tools (e.g., no sign language)	• Outdated poverty metrics • Informal economy gaps
Social/Cultural	• Stigma (e.g., underreporting GBV) • Exclusion of non-binary identities	• Reluctance to self-identify due to stigma • Lack of disability awareness	• Distrust in data collection • Privacy concerns in marginalized groups
Resource	• Limited funding for gender surveys • Few gender-disaggregated tools	• High costs of accessibility (e.g., Braille) • Lack of trained enumerators	• Poor infrastructure in remote areas • Insufficient funding for large-scale surveys
Political	• Resistance to gender equity policies • Siloed data across agencies	• Disability exclusion in policy agendas • Weak legal mandates for data collection	• Avoidance of caste/class data • Fragmented data systems
Sustainability	• Short-term projects lack long-term tracking • Data-policy disconnect	• Infrequent disability registry updates • Poor enforcement of accessibility laws	• Reliance on outdated census data • Inconsistent welfare monitoring

Potential solutions 1

Challenge Category	Gender	Disability	Socioeconomic
Technical	• Adopt global standards (e.g., UN Minimum Set of Gender Indicators) • Train staff on intersectional data collection	• Use standardized tools (e.g., Washington Group Short Set) • Develop accessible formats (e.g., sign language, Braille)	• Update metrics (e.g., Multidimensional Poverty Index) • Include informal sector in surveys
Social/ Cultural	• Anonymous reporting for sensitive issues (e.g., GBV) • Include non-binary options in surveys	• Awareness campaigns to reduce stigma • Partner with disability NGOs for trust-building	• Engage communities through local leaders • Ensure culturally sensitive data collection

Potential solutions 2

Challenge Category	Gender	Disability	Socioeconomic
Resource	• Allocate dedicated gender data budgets • Integrate gender questions into national censuses	• Use low-cost tech (e.g., mobile apps for remote data) • Train enumerators in disability inclusion	• Leverage mobile surveys for remote areas • Partner with NGOs/private sector for funding
Political	• Legally mandate gender data disaggregation • Establish interagency gender data task forces	• Enforce disability inclusion laws • Include disability in SDG reporting frameworks	• Pass laws against data suppression • Centralize data systems for consistency
Sustainability	• Secure long-term funding for gender surveys • Link data to policy reviews (e.g., gender budgets)	• Regular updates of disability registries • Mandate accessibility in all public data systems	• Build real-time monitoring systems • Align with SDG 10 indicators

Key Takeaways from Module 1

- **Inclusive Data Definition**: Data that equitably represents all societal segments, ensuring marginalized groups are visible.
- **Key Dimensions of Inclusive Data:** gender, socioeconomic, intersectionality and disability perspectives
- **SDGs are a potential** anchor for inclusivity; e.g., SDG 5 (gender) and SDG 10 (inequality) mandate disaggregated data.
- **Inclusive Data Charter** promotes open-access data but struggles with political buy-in.
- **National frameworks** immense opportunities for inclusive data but are not without challenges.