



**GAP III Briefing note n. 4
Gender Action Plan III
and
Jobs and Growth**



Purpose

This briefing note sets out key gender equality issues relevant to Jobs and Growth and to promoting women's and girls' economic rights and empowerment. It seeks to support staff in EU Delegations and at Headquarters to mainstream gender in Jobs and Growth sector programmes and actions, across all modalities and investment frameworks and in political and policy dialogue. The key thematic areas reflected in the briefing note (see box below) are based on the objectives of the Gender Action Plan III and areas relevant to the policy objectives of the EU's Jobs and Growth agenda.

1. GAP III and Jobs and Growth

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Women's economic empowerment is a matter of **human rights, social justice and gender equality**. It also has strong bearings on poverty reduction, sustainable growth and human development. Gaining an income increases an individual's options and choices in life and provides a stronger position and bargaining power both within the household and in society at large. **Gender equality will never be achieved while women have fewer economic rights, less control over economic resources, and less access to economic opportunities**, than men.

Economic growth does not automatically improve livelihoods or generate jobs for women and men. Even though globalisation has opened up opportunities for women's participation in formal work, the areas where women make up the majority of workers, such as export processing zones and the lower segments of global supply chains,

frequently fail to provide rights to decent work¹ and living wages. Women's and girls' responsibilities for domestic and care work, that are not paid nor counted, continue to limit their time for education and training, economic endeavours, and rest.

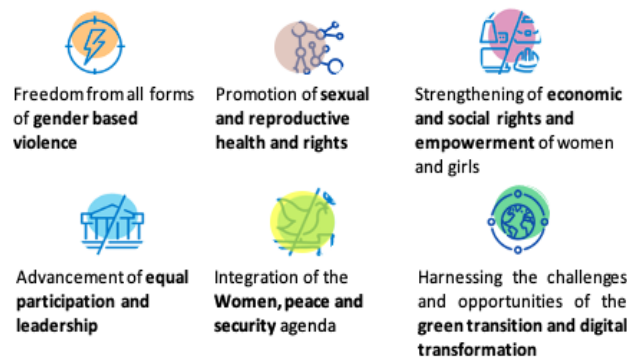
The **Gender Action Plan III (GAP III) Joint Communication** and **Staff Working Document** provide the framework to ensure that EU external action supports and promotes gender equality.

This briefing note highlights how the EU, through gender-transformative action, investment and dialogue on jobs and sustainable growth, can increase opportunities for greater economic independence and empowerment for women and girls. Sections 2 to 12 of the briefing note outline gender-related challenges and opportunities, and propose areas for potential interventions. More ideas on actions, objectives and indicators are in the **GAP III Staff Working Document**. (See also Annex 1.)

¹ Productive work for women and men in conditions of freedom, equity, security and human dignity. See: [GAP III: Glossary of terms](#)



GAP III Areas of engagement



Greater economic independence can increase women’s participation in decision-making, their access to sexual and reproductive health and rights, to education and training. It can enable women to challenge gender-based violence, and to engage in and benefit from the green transition and digital transformation. In short, women’s and girls’ economic rights and empowerment contribute to all **six GAP III areas of engagement**.

The **three core principles of GAP III** are fundamental corner stones for all interventions seeking to promote decent jobs and sustainable growth. These are: taking a transformative approach; addressing intersectionality; and adopting a human rights-based approach.

Gender sector analysis

A gender sector analysis is required by GAP III for all selected priority areas/sectors under the programming cycle 2021-2027. **The analysis provides the necessary data and information to integrate a gender perspective into programming processes, policies, strategies, dialogues and actions.** It analyses the importance of the sector in the economy and social fabric of the country or region, the institutional and legal framework that regulates the sector, and how the sector implements national gender equality and anti-discrimination policies. Crucially, it explores how the sector responds currently to the different gender needs and interests of women and men (and girls and boys, as appropriate), in all their diversity, as rights-holders, clients, consumers, workers and managers, suppliers.

The gender analysis of areas within the Jobs and Growth agenda **investigates gender-related labour-market barriers and opportunities** at the macro level (e.g., demographics, social norms), meso level (e.g., labour regulation, workplace conditions, access to transport) and individual level (e.g., capacity-building, skills and work experience, agency, social capital). It identifies the gender-related legal, financial and administrative **barriers to social protection, to land and other property rights**, and the policy and legal frameworks regarding **access to care services and tackling gender-based violence** in the world of work.

It **examines the impact of trade measures**, the differential impact of economic reforms, trade-related regulations and programmes, cuts in tariffs and subsidies, the impact of lower-cost imports on sectors where women work, and women’s position in value chains.

It **assesses the capacities of sectoral bodies** – whether public, private or civil society bodies. It asks: What support do sectoral bodies need in order to ensure that they can integrate and deepen gender-responsive strategies and plans for fostering decent jobs and sustainable growth? How can we avoid reinforcing existing gender disparities?

The gender analysis also **maps stakeholders** – both rights holders and duty bearers – to show who should be consulted, who is influential, who will support and who may reject the gender equality ambitions of a policy or action. **Consultation with different groups**, bearing in mind intersecting layers of inequality, is critical in order to formulate gender equality objectives for action and dialogue. (See [Guidance for Gender Country Profile and Gender Sector Analysis](#)).



The gender analysis should integrate a **human rights-based approach** by assessing the application of all rights, participation and access to decision-making processes, non-discrimination and equal access, accountability, the rule of law and transparency.

Disaggregated data

The collection of sex-disaggregated data and gender statistics is necessary to understand the gender differences related to the creation of jobs and sustainable growth. It is a key element of ensuring transparency and accountability against set objectives and political commitments. Actions and dialogue are strengthened when using data that are disaggregated, at a minimum, by sex, age, and disability status, and, where appropriate and possible, by other intersectional indicators such as belonging to indigenous peoples and minority ethnic groups, income levels, gender identity, migrant and refugee status (including climate refugee status), among others. Due regard needs to be given to *do no harm* while collecting the best data possible.

National data systems and statistics offices in partner countries, and the private sector, require encouragement and support to collect disaggregated data to understand gender-related barriers, design gender-transformative policy and programmes, and track women's participation. Disaggregated data need to be collected and analysed on, for example, access to education and targeted vocational education and training (TVET), to new job and entrepreneurial opportunities, to land, finance and other resources, and to social protection. Likewise, disaggregated data on agricultural work (including unpaid, informal, family, etc.), the gender-differentiated impact of trade measures, and on incidences of gender-based violence in the world of work are fundamental to effective action.

Gender-targeted actions

Alongside robust gender mainstreaming, it is important to identify and support gender-targeted actions to address context-specific gender-related problems, and to close persistent gender gaps.² Ideas on gender-targeted actions, objectives and indicators are in the [GAP III Staff Working Document](#).

² The GAP III makes it obligatory to have at least one targeted action per country. Any sector can be a candidate for a targeted action. See the [GAP III Joint Communication, section 1.2](#), "*There will be at least one action with gender equality as a principal objective supported in each country.*"



2. Productive Employment and Decent Work

A number of enabling factors must be in place to challenge the barriers hindering women's employment and access to a living wage in order to achieve productive jobs and inclusive and sustainable growth. The drive for realising the best outcome for all – leaving no one behind – needs to address deficits experienced by certain parts of the population, as a result of inequalities, discrimination, etc. Beyond ensuring equal access to employment and decent work, measures are necessary in the areas of education, including early childhood education, social policies and policies on ownership and control of economic resources.

Keeping girls and boys at school, and ensuring that their **education is human-rights centred**, is critical for their development and future employment opportunities. Also vital for women's employment is access to financial resources and credit, effective implementation of land and property rights, equal pay and equitable business and trade opportunities. Countries where these factors have been taken into account in policymaking have seen an increase in economic growth, for instance through increased consumption and differential savings.³

Women may also face structural, **gender-discriminatory legislative or cultural norms and practices** that prevent them from taking part in paid employment or taking jobs in certain sectors. Governments and public institutions have an important role to ensure that labour policies, laws and practice tackle all forms of gender discrimination and its intersections with other inequalities.

Women and young people are more likely to be found in the **unregulated, informal sector** associated with low income and precarious working conditions and quite often diminished agency. As a rule, these jobs provide little or no social protection, safety, or worker representation. Although unregulated, workers, like street vendors, can experience numerous sector-specific and city-level legislation and decisions on the relocation of trading sites.⁴ Steps need to be taken to support women and young people working in the informal sector by improving their working environments, security and livelihoods, while at the same time fostering measures to facilitate their transition into the formal economy. Importantly, the agency of women and youth engaging in productive and legitimate, albeit informal, activities, such as waste collecting in urban areas,⁵ needs to be allowed to grow without unnecessary burdens, restrictions or obstacles.

Women's transition to the formal economy can be accelerated by **targeted technical vocational education and training** and by removing barriers to **legal protection and benefits** in the jobs women do already. In parallel, it is necessary to act to reduce **labour market segregation** whereby certain sectors and occupations are regarded as exclusively for men, such as engineering and construction, or for women, such as social services, or whereby career advancement is limited by gender.⁶ Reducing labour market gender segregation can have positive impacts on gender equality. Historically, sectors or jobs where women dominate have lower wages, thus addressing segregation would have an impact on the gender wage gap. For instance, the low number of women in jobs in science, technology, engineering, and mathematics (STEM) is a waste of talent that economies cannot afford. In addition,

³ i.e., savings from income

⁴ See for example: [WIEGO's law programme supporting women street vendors to challenge authorities' decisions](#)

⁵ See for example: [WIEGO Policy Brief \(Urban Policies\) No 6, Overview of the Legal Framework for Inclusion of Informal Recyclers in Solid Waste Management in Brazil](#)

⁶ Job segregation operates on two levels: horizontal segregation whereby women and men are concentrated in different kinds of jobs, and vertical segregation whereby opportunities for career progression within a sector or company are limited to one gender.



higher productivity associated with STEM jobs is likely to result in higher wages for women – affecting the gender pay gap as well as income and living standards in a positive manner.

Implementation of the Tanzania Energy Efficiency Plan, 2018

The plan includes developing capacity and skills, and supporting new jobs and employability, particularly for women and youth, in the energy efficiency and renewable energy and technology sector. The initiative aims to contribute to changing women’s attitudes and behaviour towards entering studies and taking on jobs in the energy sector; to bring about an institutional shift in universities and training institutes by developing gender-responsive course curricula to attract more women students, and promoting internships for women in public institutions.

Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2018](#)

In sectors and jobs where women and men have the same roles, discrimination can result in women being paid less, perpetuating the **gender pay gap**. The International Labour Organisation ([ILO](#)) estimates that women on average continue to be paid about 20% less than men across the world. Another considerable challenge, [UN Women](#) asserts, is that globally over 2.7 billion women are legally restricted from having the same choice of jobs as men, and many economies still have laws preventing women from working in specific jobs.

Migrant and forcibly displaced women and men can experience many legal, administrative, and language barriers to employment, and frequently lack access to social protection services. The important contribution migrants make, through remittances, skills and knowledge, to the sustainable development of countries of origin, transit and destination needs to be acknowledged and supported.

GAP III Objective: Increased access for women, in all their diversity, to decent work, including women’s transition to the formal economy

Areas for potential interventions

- Support the promotion of reforms on decent work, equal pay and labour rights, and women’s transition into the formal economy.
- Support actions that assist partner governments to take stimulating measures, where possible with the private sector, to create jobs for women.
- Support actions to analyse and address the over-representation of women workers in the informal economy, identify and support mitigating measures, combined with measures to improve informal sector workers’ workplaces, security and income.
- Support labour inspections that monitor measures to ensure gender-responsive health and safety in rural and urban workplaces.
- Support partner governments to remove barriers for women facing specific discrimination in the world of work on the grounds, e.g., of age, disability status, ethnicity, caste, migrant status, internal displacement, non-binary status, etc.
- Support the work of trade unions, cooperatives, women’s rights organisations and others seeking to advance the rights of workers, in all their diversity.



3. Social Protection Systems

Social protection systems are designed to reduce and prevent poverty and vulnerability throughout the life cycle. They can take the form of cash transfers (e.g., childcare grants), public works (e.g., employment guarantee programmes), social security and social protection floors, pensions, disability benefits and income security for children and their families. They can also include labour market policies, such as paid maternity, paternity and parental leave.

Despite significant progress in the extension of social protection in many parts of the world, only 45% of the global population is covered effectively by at least one social protection benefit. Globally, **social protection coverage is lower for women than for men**,⁷ but pertinent sex-disaggregated data and gender statistics are often missing.

According to the [OECD](#), social protection coverage gaps usually stem from **significant under-investment in social protection**, particularly in Africa, Asia and the Middle East. Generally, women have less access to employment-based or contributory social benefits due to working part-time, and working in insecure, low-paid and informal and ‘invisible’ sectors. Furthermore, having to combine unpaid care work with earning an income often pushes women into vulnerable forms of employment and informal work, with very limited social protection in areas such as healthcare or insurance and lower rates of pension and retirement coverage. [OECD](#) data also show that a little over 40% of the global working-age population is currently covered by law with a pension once reaching the eligible age.

Labour market interventions, as part of social protection, can provide important support to women through protection of the working poor and unemployed, for instance in terms of employment services and training. Some countries are introducing social protection for informal workers or are following the ILO recommendation [R204](#) to formalise the economy. However, there is a long way to go before women benefit from these changes, and not all countries have the same political aspirations to recognise the contributions women make to the economy with their paid and unpaid work.

GAP III Objective: Increased access to non-discriminatory and inclusive social protection systems.

Areas for potential interventions

- Ensure that EU support to Public Finance Management (PFM) and Public Administration Reform programmes contribute to developing improved social protection schemes, including health insurance, injury insurance, unemployment benefits, child benefit and pensions.
- Support gender-responsive budgeting components of PFM programmes and partner governments to adopt gender-responsive budgeting which would provide evidence to support giving higher priority to social protection systems, that are resourced and implemented, and that assist in the recognition, reduction and redistribution of unpaid and domestic work.
- Support partner governments to establish and maintain social protection floors as a fundamental element of their national social security system and in strategies for the extension of social security ([ILO R202](#)), and improve the delivery of social assistance programmes (in particular cash transfers).
- Support partner government programmes that seek to improve access by women, especially those who are subject to multiple discriminations (e.g., related to age, disability status) and

⁷ UN Women (2015) Making Social Protection Floors work for women. Policy Brief.



women in the informal sector. Particular attention needs to be paid to the needs of children, people on the move/returnees, migrant workers and people with disabilities.

- Support activities by workplace and civil society organisations, including women's rights organisations, to advocate for gender-transformative social protection.

Paraguay – Support to Social Protection and Care System, ongoing

(Under the **EUROSociAL** regional programme of the EU for social cohesion in Latin America).

A main challenge in Paraguay is the need to expand the coverage of the social protection system and increase the quality of social services, in order to improve the quality of life of all women. Since 2017, the EU has been supporting the Social Cabinet in Paraguay to define social policy and implement the Social Protection System. The EU also supported the start-up of the Integrated Social Information System, the reformulation of the Tekoporá Programme (design, management, information system and exit strategies for cash transfers from beneficiaries) and advised the authorities in defining the structure of the Social Action Secretariat to improve the management of social programmes.

An updated gender analysis conducted by the Delegation in Paraguay showed that one of the main barriers to women's economic autonomy is the uneven division of care work. The "*return to the home*" associated with COVID-19 confinement measures led to a greater burden of care work being transferred to women and an increased risk of domestic violence

(Source: [EUD Paraguay](#))

Social Support for Resilience Programme (SoSuRe) in Malawi, ongoing

Through SoSuRe - Social Support for Resilience Programme, the EU engaged in reducing poverty and enhancing resilience amongst the most vulnerable and ultra-poor households, providing them funding for social cash transfers to increase food production and improve risk-coping strategies to climate related shocks. It was demonstrated that social cash transfer protection systems enable girls to stay in school longer, thus delaying marriage, reducing early pregnancy and diminishing the inter-generational transmission of poverty. Based on lessons learnt, the programme promotes a more effective, efficient, gender-sensitive and flexible social cash transfer assistance, with 55 per cent women beneficiaries.

in 2020, as part of Team Europe's response to COVID-19 in Malawi, the **EU topped up the Social Cash Transfer programme** under the SoSuRe Programme, **with** further €23 million to increase the number of beneficiaries in rural areas, with a focus on the most vulnerable households (women-headed, elderly households, persons living with disabilities). Support is provided through cash transfers to finance women's economic and social empowerment, livelihood diversification and food security. Germany and Ireland are involved in the Social Cash Transfer Programme and the KfW Development Bank is the main implementing partner.

(Source: [INTPA](#))



4. Care Services and Unpaid Care Work

The vast majority of women lack **maternity protection**. Globally, less than 50% of women in employment are covered. Relatively few countries offer paid **parental leave** to men, thus reinforcing the gender divide in parenting and childcare. The lack of adequately paid care leave entitlements and the insufficient provision of affordable care services contribute to gender inequality. Overall, in rural areas, very few people have access to quality and affordable health protection and services. Measures to address the current unequal gender division of domestic and care work between women and men and the inadequate availability of care services would greatly improve women's prospects in education and employment. Women bear 76.2% of total hours of unpaid care and domestic work globally.

Access to **quality, accessible and affordable care services** is associated with a decrease in women's unpaid care work and an increase in women's labour force participation. A study from Kenya, for instance, showed that working mothers who received subsidised childcare were 17% more likely to be employed than mothers who did not.⁸

Access to pre-primary school varies widely from region to region, with cost being the chief barrier, UNICEF affirms. According to UNESCO **early childhood care and education is one of the best investments** a country can make to promote human resource development, gender equality and social cohesion, and to reduce the costs of later remedial programmes. It can compensate for the shortcomings disadvantaged children face.

GAP III Objective: Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men.

Areas for potential interventions

- Provide support to partner governments to develop cross-sector, national childcare plans to meet the needs of working families (in the formal and informal economies) and mobilise funds to subsidise care provision (in homes, centres and other community-based organisations).
- Encourage private companies engaged in EU-funded interventions to assess employees' childcare needs and invest in solutions to meet those needs and those of the surrounding community.
- Support civil society, trade union and media measures that challenge and change gender norms within the household and the labour market, recognise men's and boys' responsibilities, and advocate for legislative developments, such as the introduction of paid paternity leave.

Ethiopia - Phase IV of the Productive Safety Net Programme (2015-2020)

The programme is part of the Government's strategy to address climate vulnerability and contribute to adaptation and mitigation goals. Phase IV introduced a number of gender-sensitive, social development provisions to address women's gendered roles and responsibilities for childcare and the different labour capacities of women and men. These included, for example, the preferential targeting of women-headed households in recognition of the labour shortages of those households, the exemption of pregnant and lactating women, for one year after birth, from public work while receiving cash or in-kind transfers, linkage of pregnant and lactating women to social services, and provision of childcare facilities.

Source: INTPA

⁸ Clark et al (2017) Balancing paid work and child care in a slum area of Nairobi, Kenya: the case for subsidised day care. Working paper



5. Entrepreneurship and Private Sector Development and Access to Financial Services

Micro- and small-scale enterprises can be the chosen path to economic independence for many women and men; for many more, it can be the only opportunity. The biggest obstacle to starting and growing any business is access to capital, and **micro- and small-scale enterprises are largely underserved in terms of obtaining finance.**

Gender inequality exacerbates the hurdles these enterprises face, for example, access to capital and economic resources (land and other property), to financial literacy (product terms and conditions, financial management), financial services and ICT, and to business management training. This lack of access results in impeding the scale and profitability of women's enterprises at all levels. **Social norms** may also restrict the size of women's enterprises by determining how much income it is culturally acceptable for a woman to control.

Women's **low representation in formal policy- and decision-making processes** means that investment policy and decisions might not respond directly to their enterprise requirements. Business organisations and chambers of commerce are often dominated by men, limiting women's access to collective action, information and networks. Here too, **gender stereotypes** define how men and women network and control resources. The lack of availability of safe, affordable and accessible **transport options** can hamper the growth of women's enterprises, especially if related to trade within or outside the country. The **threat or experience of gender-based violence** is yet another barrier to women's entrepreneurship.

The number of women-owned businesses is estimated conservatively at around one-third of all enterprises worldwide, ranging in size and across all economic sectors. When attention and action are focused on education and training, and on non-discrimination in access to finance and property rights, women-owned enterprises can improve productivity, profitability, create new job opportunities, and boost sustainable economic growth. And, start-ups are an important source of innovation across all sectors.

Digital Technologies in Driving Changes in Women's Entrepreneurship

Digital entrepreneurship – the creation of digital businesses and the adoption of digital technologies by existing entrepreneurs – may hold potential for helping to make entrepreneurship more inclusive (OECD). Commerce and economies are facing a rapid transformation with digital technologies changing how people work, how they access information and bank services. Using online platforms for e-commerce enhances women's economic opportunities.

In some regions, mobile tools grant access to services and credits and digital payments. Digital savings and credit allow greater women's economic security and empowerment. Examples show that when women-headed households in **Kenya** adopted mobile money accounts, poverty levels dropped, savings rose, and 185,000 women left agricultural jobs for more reliable, higher-paying positions in business or retail (Tavneet Suri and William Jack, "The long-run poverty and gender impacts of mobile money," *Science* 354, no. 6317 (December 2016): 1288–1292).

In **Niger**, distributing government benefit payments through a mobile phone instead of cash helped give women who received the transfers more decision-making power in their households (Jenny C. Aker, *et al.* "Payment Mechanisms and Anti-Poverty Programs: Evidence from a Mobile Money Cash Transfer Experiment in Niger," *Economic Development and Cultural Change* 65, no. 1 (2016 October): 1-37.)



GAP III Objectives:

Increased access for women in all their diversity to financial services and products, and productive resources.

Women in all their diversity have improved access to entrepreneurship opportunities including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy.

Areas for potential interventions

- Support and foster, through innovative investment schemes, women-led business and women's entrepreneurship, including social entrepreneurship, by supporting improved access to finance and financial services and e-services (i.e., savings, insurance, remittances and credit, digital services), business development services, technology and skills.
- Support entrepreneurship that can contribute to job creation for women, including through self-employment.
- Support measures to foster sound and gender-equitable business opportunities, sustainable value chains, increased value-addition, and access to markets.
- Support training programmes for women-led enterprises that focus on enhancing women's self-efficacy (self-belief) through addressing skills, knowledge and attitudes.
- Support the digital sector to develop an enabling work environment for women and men, in all their diversity, with equal opportunities and no discrimination (through, for instance, recruitment policies and gender-responsive training). Particular attention should be paid to people with disabilities, migrants, internally displaced persons, people from indigenous communities.

Women's Financial Inclusion in Sub-Saharan Africa

The EU, in partnership with Women's World Banking and KfW, invests in a private equity fund to close the finance gap for women. This blending programme creates targeted financial services and products to reach the unserved market segment of low-income women. It also improves the capacity of the local financial service providers to use a gender lens in their operations and in their own institutions, for instance in their management structures and recruitment. The EU anchor investment of EUR 10 million has seen important first impacts of helping to bring in over EUR 55 million in additional investments to the fund.

(Source: [EU Aid for Trade Report 2020](#))

Business Incubators for African Women Entrepreneurs – COMESA Region

The project is implemented by the Federation of National Associations of Women in Business in Eastern and Southern Africa. The aim of the project is to establish regional business incubators and provide business incubation services to women entrepreneurs in three sectors: agri-processing, handicrafts and ICTs in both formal and informal business activities. Activities include incubation support by facilitating procurement of processing or manufacturing equipment/machinery for training purposes; establishment of incubator houses; providing onsite processing and manufacturing methods; training women entrepreneurs on technical and business skills; and facilitating access to finance and facilitating policy review with regards to women entrepreneurs. The project is funded under the NEPAD Spanish Fund.

(Source: [Business incubators](#))



Women in Business Programme

The programme provides access for women-led small and medium-sized enterprises to finance through credit lines to local banks. The programme offers business advice, training, mentoring and support to enable women entrepreneurs to share experiences and learn from their peers. By working with financial institutions, it ensures that financial products on offer meet the needs of women-led businesses. The programme operates in 24 countries, in **Europe, Central Asia, Middle East and North Africa**, and is financed by the EU, the EBRD, Italy, Kazakhstan, Luxembourg, Sweden and Turkey.

(Source: [EBRD](#))



6. Agriculture and Rural Development and Access to Land and Property Rights

Women, girls and boys make **critical contributions to agriculture** and are almost half of the agricultural workforce in developing countries, with significant regional variation in numbers and roles. Much agricultural work, when done within the family unit and in subsistence farming, is unrecognised and uncounted.

Compared to men, women farmers often face **unequal access** to training, advisory services, machinery, finance, markets, water and energy. The burden of unpaid farming and domestic work can further hinder access.

Women's **lack of or limited political voice** in governance systems (centralised and decentralised) and in collective action, such as agricultural cooperatives and water user associations, is another major constraint. Importantly, women frequently do not have rights and control over productive resources, especially land with secure tenure and inheritance. Even when legislation is not discriminatory, **gender norms may still limit women's access** to land rights and to credit and finance to invest in improvements and new farming and labour-saving technologies, and to cope with the seasonality of farming income and expenditure.

However, when women do have land ownership, it has proven to be associated with important gains in women's own and their families' welfare, productivity, equality and independence. **Ownership and/or control over land, especially in agricultural and post-conflict societies, is one of the few mechanisms through which women can guarantee their economic security** and avoid falling into poverty, especially where safety nets are weakened and disrupted, and an inclusive and equitable labour market is absent. It reduces their reliance on male partners and relatives, increases their bargaining power within the household and improves their chances of accessing a wide variety of productive resources, including extension services and credit.

The confidence gained from increased tenure security can further encourage women to undertake or expand their entrepreneurial activities, and to join producer organisations and/or cooperatives.

GAP III Objective: Legal frameworks (including customary law) guarantee women's equal rights to land ownership and/or control.

Areas for potential interventions

- Support partner governments to adopt transformative legislation on ownership, secure, transparent and equitable land tenure, inheritance and control of land (including traditional communal lands) and other productive resources by women, in all their diversity, with special attention to indigenous peoples and other marginalised groups.
- Support targeted measures to increase rural women's access to credit, financial and business development services, ICT services, transport and markets, and their sustainable management of natural resources.
- Support the development and expansion of gender-responsive and green agriculture extension services to improve women's crop selection and range, use of inputs, irrigation, productivity, marketing, and position in agricultural value chains.
- Invest in rural infrastructure, health, education and training services, targeted to women and girls, to support their multiple roles and create a more conducive and gender-responsive rural environment.



- Support targeted measures to increase women’s representation in cooperatives and other farming associations, and networking in green transition sectors, such as sustainable forestry management, agriculture, water and energy.
- Support the development and use of gender-responsive, adaptation actions for small-scale agriculture, including livestock, forestry and fisheries, in consultation with women and men small-scale producers, and incorporate into project design.

EU Support to Sustainable Agriculture in Tanzania

Aiming to transform agriculture into a key driver for inclusive and climate-smart growth, poverty eradication, sustainable development, job creation and industrialisation has been a key EU priority in Tanzania for many years. In this context, the EU adopted a value chain approach that encompasses high consideration of the roles of women and youth in agriculture and fishery. In 2020, for example, 11 different contracts (8 in agriculture 3 in fishery) were being implemented in the Southern Highlands (6); Zanzibar (3), Lake Tanganyika (1) and Lake Victoria (1).

The common aim of these contracts is to strengthen farmers’ wealth through a better-structured governance of the respective sector, enhance the roles of women and youth in production and promote an enabling business environment in agriculture, in particular coffee, tea and horticulture production. Out of the almost 215,000 beneficiaries of the agricultural projects in the Southern Highlands and Zanzibar, 47% are women (either adult or young) climbing to 62% if young men are included.

(Source: [INTPA](#))

Green Economic Initiatives by Women and Youth in Indonesia

The EU supported women’s and youth farmer groups in Indonesia to develop a green economy and boost their role in sustainable agriculture. By equipping them with knowledge and skills on innovative, sustainable practices, the action aims to transform the sector, improve agricultural productivity, boost food security, and foster decent work and inclusive growth.

(Source: [ECHO Green](#))



7. Women's Representation in Leadership

Gender stereotypes can prevent women from advancing to leadership positions. Data show that **women are underrepresented at all levels of decision-making** worldwide. Fewer women than men are in management positions in cooperatives, trade unions, corporate boards, business associations, chambers of commerce, professional bodies, local and national government. Within the International Trade Union Confederation, women's membership rates average 42%, while 28% of those in the highest decision-making bodies are women.⁹ Although women's representation on corporate boards is increasing, overall, women hold less than 15% of board seats worldwide, and few chairing roles.

Women continue to organise through groups and networks, for example, within workers' organisations and cooperatives, or associations that represent their interests, to engage in decision-making on policy, strategy and action. In this way, they are better able to advocate for their needs and interests, and for the elimination of gender-based inequalities in all spheres.

GAP III Objective: Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora.

Areas for potential interventions

- Support research, data generation and communication/education campaigns that provide evidence of and visibility to gender-based inequalities, across age groups and other intersecting characteristics.
- Boost, through funding for targeted education and training, women's leadership and bargaining power in economic decision-making and social dialogue in order to break occupation, pay and promotion barriers.
- Encourage, through dialogue and funding, targeted initiatives that enable women and girls to engage in decision-making about, and entrepreneurship and alternative livelihoods in, the green, blue and circular economies, and that foster the promotion of women to leadership positions, in both the public and private sector.
- Raise the profile of gender equality issues by putting them on the agenda of consultations with social partners and tripartite institutions, and provide funding for women's leadership training by trade unions, cooperatives, women's networks, professional bodies and sector training institutions.
- Provide support to women's organisations and networks, particularly those of women who are marginalised (e.g., migrants, with disabilities, from minority ethnic communities) seeking to foster women's leadership.

The 'Jukta Hoe Mukta' Project ('United We Stand') in Bangladesh, 2016-2019

The project championed decent work and safe migration by working with young women, both current and potential migrants, in slums and marginalised communities. It supported them to make informed choices about migration and employment in the ready-made garment sector by focusing on awareness raising, knowledge and skills strengthening and empowerment. It worked towards this goal by actively engaging participants to take part in decision-making processes and empowering them to advocate for their interests. The target group comprised 1,000 adolescent girls and young women from Dalit and other marginalised groups in rural areas in south-west Bangladesh – areas that are particularly vulnerable to climate change. The project prioritised young single mothers, girls, young women forced into child marriage and later abandoned, and those who have dropped out

⁹ ILO (2020) Empowering women at work: Trade Union Policies and Practices for Gender Equality



of school. It also targeted 35,000 potential and existing workers in the ready-made garment sector who live in the slums of the Greater Dhaka District, alongside direct and indirect beneficiaries from vulnerable communities in remote rural villages, and migrant women garment workers in urban slums.

Being organised at factory and community levels, the workers' groups enhanced their capacities in leadership, negotiation, collective bargaining, tackling health hazards, and skills in raising issues related to labour rights, including violence against women.

(Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2019](#))

WeEmpowerAsia

A joint programme by the European Union and UN Women aims to increase the number of women who lead and participate in private-sector businesses in **China, India, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam**, thereby advancing inclusive and sustainable growth along with stronger links between European and Asian markets through gender-sensitive trade and supply chains. The programme seeks to provide support to women to enable them to access enhanced business opportunities and leadership within the private sector, and to have equal opportunities, choice and access to resources

(Source: [UN Women](#))

EU Support for 'Better Work'

A partnership between the ILO and the International Finance Corporation seeks to improve working conditions in the garment industry and make the sector more competitive. It sets out to create lasting positive change in policies, attitudes and behaviours through assessments, training, advocacy and research, and to enable women and men workers to strengthen their voice and mobility in the workplace and beyond. 'Better Work' engages governments, global brands, factory owners, unions and workers in many countries, including **Indonesia, Jordan and Nicaragua**.

(Source: [Better Work](#))



8. Education and Skills Development

Education, when informed by a human rights-based approach, supports employability and is a precondition for sustainable growth. It is needed to build capacities and skills for life and work, such as foundational skills, 'soft' skills (e.g., problem solving, communication), and for science, technology, engineering, arts and maths (STEAM).¹⁰

Discriminatory **gender stereotypes and social norms can limit educational opportunities** throughout the education system from primary to tertiary and TVET, and therefore also employment options. Stereotypes can restrict girls' choices of curriculum subjects, their aspirations for a science and engineering career, their rights to seek training and employment and their mobility to travel to work. In addition, **attitudes to teenage pregnancy** can result in expulsion from school, and gender-based violence (or its threat) sets tight boundaries for women's and girls' access to opportunities. Likewise, **social norms can confine boys to certain subjects**, discourage them from pursuing jobs in the care sectors, and can result in the acceptance of boys' high dropout rates.

TVET and higher education have to be relevant to and designed with the needs and opportunities of the employment market in mind to ensure they **lead to realistic employment opportunities**, especially for women and youth. Investment in quality basic education (including early childhood development and good nutrition from the start of life) enables girls and boys, in all their diversity, to acquire the foundational skills and knowledge necessary for their later education, skills training and working life.¹¹ Promoting gender equality in and through education and training can generate transformational and sustainable change.

Moving beyond attention to parity, **strategic gender equality outcomes** come from a focus on safe and healthy learning environments, teacher training and practice, curriculum and materials development, as well as on gender-responsive leadership and administration. Advancing inclusiveness and achieving strategic gender objectives, such as non-gender-segregated job markets, require systematic efforts to invest in gender-transformative education and training and in the adoption of human resources policies and practices based on skills and capacities and not on discriminatory gender stereotypes.

GAP III Objectives:

Increased access for women in all their diversity to decent work in non-traditional, in particular science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems.

Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys.

Areas for potential interventions

- Increase support to partner government programmes on Early Childhood Education as a strategy to reduce gender inequality, and other inequalities, and tackle widespread child malnutrition at the start of education cycles, and support to primary and secondary education to ensure basic proficiency in literacy and numeracy as the foundation of more specialised skills, including digital and environmental skills.
- Invest in targeted and gender-responsive and -transformative TVET and skills development programmes, by government and private sector, and other labour market programmes that

¹⁰ EU Guidance Note. Education

¹¹ Policy Note Jobs and Growth Employment: Bridging Growth and Livelihoods 09/11/2020



align the supply and demand sides of the labour market, lead to jobs, and break down rigid job segregation.

- Encourage, through dialogue and funding, the identification of options to address school-related, gender-based violence in national programmes, and promote safe and healthy learning environments in rural and urban areas, with gender-responsive water and sanitation facilities.
- Foster, through dialogue and funding, action by the partner government ministry of education/TVET to challenge and remove discriminatory gender stereotypes at all education levels, and in education/training materials, including in digital education and training.
- Systematically include universal access to sexual and reproductive health services for all, especially for girls, in national education programmes and policy dialogue.

The Bridges Project: TVET and Higher Education - Boosting Road Infrastructure Development and Growth of Energy Services, 2016-2020

The BRIDGES project worked to enhance inclusive economic growth in **Somalia and Somaliland** by supporting the Government to enhance skills in two key infrastructure sectors: road construction and energy services. To meet the growing demand for skilled personnel in these sectors, the project strengthened the quality of education in vocational training institutes and universities, to make them more market-responsive as well as gender-responsive by challenging social norms and stereotypes that prevent or limit women's participation therein. The project assisted the Somali National University in Mogadishu and the Gollis University in Hargeisa in curriculum development and training in electrical engineering and renewable energy services. The project adopted a gender transformative approach because it aimed to evoke a positive change in the socio-economic and cultural paradigms that produce gender-based discrimination and inequalities in the infrastructure and energy sectors.

Through skills training and empowerment efforts, BRIDGES improved the self-esteem of women trainees, boosting their confidence to compete for jobs previously viewed as the preserve of men. It encouraged them to value their contributions to socio-economic development. Enabling women graduates to earn an income significantly increased their empowerment, alongside feelings of engagement and cohesion within their community. In this way, BRIDGES fostered positive change in perceptions of women's role, both at the community level and in the labour-intensive sectors of road construction and renewable energy.

(Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2019](#))



9. Promoting Gender Equality through EU Trade Policy, Trade Agreements and Aid for Trade

The benefits deriving from trade depend on a number of factors, such as the underlying resources, opportunities, power, voice and security of those trading. Equality in trade could greatly contribute to the success of women's enterprises and to sustainable economic growth and jobs. Gender equality in trade is an end in itself, and **gender inequality hampers trade**, through excluding or marginalising women's enterprises, and restricting access to production, manufacturing, and market opportunities. It is essential to consider and address gender equality in trade policy, agreements and trade-related measures to avoid detrimental economic, social and human rights costs.

The EU is committed to promoting gender equality through its trade policy, and has established specific mechanisms in its trade policy and practice to enforce women's labour and human rights, and monitor the gender impact of its trade preferences.¹²

Gender-related obstacles, not always associated directly with trade, limit productivity, resulting in insufficient capacities and volume to engage in export, including in newly-emerging export markets and opportunities.¹³ The barriers women face in trade mirror those in employment, agriculture, etc., namely, access to and control over productive resources, access to credit, investment and financial and advisory services, to transport, and export markets. Women engaged in trade – informal and formal (within country, cross-border, or export) – are **significantly disadvantaged**, and their often disproportional domestic and care responsibilities further limit their engagement. Harassment and violence in market places, on the road and at border posts, as well as cross-border officials' demands for unofficial payments, add to the list of risks women traders can face.

At the same time **openness in trade brings growth and jobs**. It brings better wages and working conditions. It can lead to more income for women and bring changes within household power relationships. **Open trade is correlated positively with better economic rights for women**, and a lower incidence of forced labour.¹⁴

GAP III Joint Communication: The EU should continue to promote gender equality through its trade policy. All trade agreements and measures should include strong provisions on gender equality, including compliance with relevant ILO and UN Conventions.

Areas for potential interventions

- Ensure that all trade agreements include strong provisions on gender equality, including compliance with relevant ILO and UN Conventions, and that all ex-ante impact assessments, sustainability impact assessments of trade initiatives and policy reviews linked to trade are informed by robust gender analysis.
- Support measures, such as training on pricing and export markets and access to finance and business development, to enable women to advance in value chains.
- Support the inclusion of women's organisations in the identification and formulation of Aid for Trade programmes, and ensure that all stakeholders (including social partners, market associations and cooperatives) take gender-related perspectives into account.

¹² See European Parliament 'At a glance – gender equality and trade. [Gender equality and trade \(europa.eu\)](https://ec.europa.eu/europeaid/en/what-we-do/development-cooperation/gender-equality)

¹³ See for example, [BMZ](#); [SIDA](#)

¹⁴ See: [MFA Finland](#)



- Promote, through dialogue and funding, the development of initiatives that assist women cross-border traders to deal with customs, health and transport challenges, including providing support to women who may have literacy issues.¹⁵

Bhutanese Women Export High-Value Handicrafts

Handmade textiles, an integral part of Bhutanese life and culture, are a main source of income for women and young people in the country. Investing in women's knowledge and skills is central to the EU-Bhutan Trade Support project which helps increase these incomes. For example, in August 2019 19 CSOs and private enterprises were trained on costing and pricing of handicraft textile products and the export market perspective. The workshop helped them to work out the cost of production for each product, the strategies to reduce the cost and to understand the price of similar products in the international market. They were encouraged to develop strategies to meet demand through a well thought-through collection plan. The project integrates crosscutting issues, particularly women and youth, gender equality and protection of the environment, into the design and implementation of the activities, in line with Bhutan's policies and priorities.

(Source: [EU Aid for Trade Report 2020](#))

EU Support to Trade in Djibouti

The Djibouti-Ethiopia Trade corridor regional programme (a Horn of Africa Initiative) acknowledges the importance for local communities of small-scale cross-border trade by women. The programme identified challenges such as access to finance, skills development and safe/gender-sensitive border crossings for attention. A national programme on the private sector addresses similar challenges by providing women with vocational training, skills development and training on entrepreneurship, in order to facilitate their access to the labour market.

(Source: [Horn of Africa Initiative](#))

Strengthening the Impact on Employment of Sector and Trade Policies (STRENGTHEN)

The STRENGTHEN project is a joint initiative of the EU and the ILO aiming to strengthen the capabilities of country partners to analyse and design sector and trade policies and programmes that would enhance employment creation for more and better jobs.

(Source: [ILO](#))

¹⁵ See, for example, the 'single window approach' supported by [BMZ](#).



10. The need for a Comprehensive Multi-Sectoral Employment Policies

Promoting the creation of quality jobs requires **coordinating employment-related policies at various levels and the involvement of multiple actors**: government, public and private sector employers, workers' organisations, financial institutions, industry and civil society groups, including women's rights organisations. Employment policy cannot be limited to labour market policies. It needs to include economic policies, education and skills development, social protection and other social policies.

Critical too are policies on agriculture, transport, health, sexual and reproductive health and rights, and policies on eliminating gender-based violence and harassment, and improving access to justice. These diverse policy areas and related strategies need to be joined-up to provide comprehensive, holistic, gender-transformative approaches and a range of solutions to overcome gender-related barriers and promote inclusive employment and sustainable growth.

GAP III Objective (impact level): Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights.

Areas for potential interventions

- Encourage, through dialogue and technical assistance, partner government cross-sectoral dialogues, including the national gender equality machinery, gender focal persons in relevant ministries, researchers, trade unions, women's rights organisations and other civil society organisations to inform multi-sectoral employment policy-making.
- Provide funding to women's rights organisations and other civil society actors working to challenge and change discriminatory social norms and attitudes that hinder or limit women's participation across all sectors. Women in vulnerable situations (e.g., migrants, indigenous, women with disabilities) require particular attention.
- Support, through budget support or a grant, multi-sectoral approaches and responses in one or more pilot local authority area, bringing together bodies responsible for education, training, banking, economic development, trade, energy, health, transport, etc.
- Support initiatives that foster cross-sectoral opportunities and monitor the challenges of the green transition, particularly for women's employment, including self-employment.
- Support cross-sectoral initiatives that address the impact of the gender digital gap on women's employment and entrepreneurship, for example, linking education/training and job/market opportunities.

WIN-WIN: Gender Equality Means Good Business, 2018-2020

Win-Win is a three-year programme funded by the European Union and implemented by the International Labour Organisation and UN Women in **Argentina, Brazil, Chile, Costa Rica, Jamaica and Uruguay**. It promotes women's economic empowerment – including access to quality education and decent work – by supporting organisational change around gender equality. To this end, it works to enhance employers' and business organisations' commitments to gender equality and women's empowerment, while strengthening their capacities to implement these commitments. The programme focuses on three pillars: i) networking and cooperation between women-led business; ii) capacity strengthening, advocacy and sharing knowledge and good practices, and iii) innovative financing to support women-led innovation and business ventures.

(Source: [Win-Win](#))



11. Violence and Harassment in the World of Work

Violence in the world of work is pervasive. The ILO Convention [C190](#), adopted in 2019, reaffirms, as an international treaty, the right to a world of work free from violence and harassment. For the first time, there is a clear and common framework to prevent and address violence and harassment, based on an inclusive, integrated and gender-responsive approach.

Violence and harassment in the world of work deprives people of their dignity. It is **incompatible with decent work, is a threat to equal opportunities and to safe, healthy, and productive working environments**. It is widespread and persistent in all countries and in all sectors, occupations and work arrangements. Workers can be targeted for violence and harassment because of their sex, age, gender identity, sexuality, disability status, race, ethnicity, caste, migrant status, social status and belief.

The cost of violence to women workers, more affected than men by gender-based violence and harassment, is damaged or destroyed lives and careers. The cost of violence to employers through absenteeism, replacement costs and productivity is enormous. The cost to health, police and justice services is largely uncouncted.

GAP III Objective: Women, men, girls and boys in all their diversity are better protected from all forms of gender-based violence in the public and private spheres, in the workplace and online through legislation and effective enforcement.

Areas for potential interventions

- Support partner governments to better protect women and men from all forms of gender-based violence and harassment in the world of work, including online, through adopting legislation criminalising gender-based violence, and ensuring its effective enforcement.
- Support partner governments to build the capacity of law enforcement institutions, in line with international legal and policy frameworks.¹⁶
- Give priority to measures to tackle gender-based violence and harassment in the world of work in investment negotiations with the private sector.¹⁷
- Support, through dialogue and funding, partner government measures to protect the rights of women workers, including domestic workers, and their access to decent work and social security (e.g., ratification and implementation of CEDAW, ILO fundamental conventions¹⁸ and C190 on Violence and Harassment in the World of Work and C189 on Domestic Workers.)
- Provide funding to women's rights organisations, trade unions and social movements, and other CSOs, working to eliminate the intersectional dimensions of gender-based violence in the world of work, including online.

¹⁶ The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) is the benchmark for international standards in this field. All EU Member States have signed the Convention and 21 have already ratified it. The EU signed the Convention in 2017, and concluding the EU's accession is a key priority for the Commission.

¹⁷ See the [UN Principles on Business and Human Rights](#)

¹⁸ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol P029), Abolition of Forced Labour Convention, 1957 (No. 105), Minimum Age Convention, 1973 (No. 138), Worst Forms of Child Labour Convention, 1999 (No. 182), Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111).



China: “Justice4her” Survey of Gender Gaps, 2020

A survey of the gender gaps in the workplace was carried out within the action “Justice4Her” in 2020, which works to strengthen the rule of law to reduce gender-based violence against China’s millions of women migrant workers. Responses were collected by 925 young people. It was found that women are less likely to have a job with a stable income than men. Unequal salary was regarded as a challenge by 78% of women, and 42% of men. The survey also analysed the family-roles and perceived care-duties of women (unpaid labour, work-life balance). The findings of the research helped to shape the topics for the HERSTORY cross-sector summit, which provides an occasion to celebrate the stories collected, encouraging women to raise their voices and share their stories with the world.

(Source: [Justice4Her](#))



12. The COVID-19 Crisis - A Gender-Responsive and Green Recovery

It is important to address the negative impacts of COVID-19 on women's employment and entrepreneurship. Globally, and across all regions, countries and income groups, women have been affected by employment loss to a greater extent than men. According to UNHCR, women have been more likely than men to become economically inactive, that is to drop out of the formal labour force during this crisis.

ILO found that **workers in low-paid and low-skilled jobs – especially young people and women – have less potential to achieve recovery quickly**, and therefore risk a long-term detachment from the labour market. Women are also more likely to engage in multiple forms of work, and do more unpaid work, including domestic and care work. Large numbers of women in partner countries are in entrepreneurship and have been affected severely by the pandemic. Already more economically vulnerable than men, women entrepreneurs are now experiencing ever-greater hardship.

In crisis-affected contexts, including the global COVID-19 pandemic, school closures have increased the **risk of child labour, domestic violence, sexual exploitation, early pregnancy, and child marriage**. UNFPA data show that girls receive less distance-education, as they have less access than boys to the internet (17% less access globally) and to mobile phone technology (26% globally). And, UNHCR estimates that half of all refugee girls in secondary school will not return to school after COVID-19.

GAP III ambition: Women and men in all their diversity will have access to non-discriminatory and inclusive social protection schemes, decent jobs, labour rights and entitlements, with particular attention to Informal and precarious workers, and improving the working conditions and pay of care workers, enhanced business development services, and access to digital technologies, such as e-services and e-finance.¹⁹

Areas for potential interventions

- Support government measures to monitor different sections of the labour market in order to design targeted strategies that ensure the recovery is embedded firmly in processes of gender-transformative, inclusive and sustainable growth.
- Support measures that advocate for and allow for a complete, safe return to school, including tailored actions for girls. This is critical since, in some countries, they face a higher risk of child and early marriage.
- Support partner governments to collect and use sex-disaggregated data and gender statistics, including on the social and economic impact of the COVID-19 pandemic.
- Support women's rights organisations, other CSOs, trade unions, cooperatives, etc. advocating for a gender-transformative, inclusive and green recovery.

¹⁹ GAP III does not have a specific objective on COVID; this is a composite statement.



13. Further Resources and Support

The Gender Action Plan III and EU guidelines for programming

[GAP III Guidance for Gender Country Profile and Gender Sector Analysis](#)

[GAP III Glossary of terms](#)

[NDICI Programming Guidelines – Thematic Guidance Note – Inclusion of Gender Equality and Women Empowerment](#)

[HRBA Toolbox: Applying the Human Rights Based Approach to international partnerships - An updated Toolbox for placing rights-holders at the centre of EU's Neighbourhood, Development and International Cooperation](#)

[Guidance Note – Employment - Promoting employment and decent work in development cooperation - Tools and Methods Series Reference Document No 30 March 2021 Volume 2: Practical guidance for designing employment-focused interventions](#)

[Thematic Review - Women's Economic Empowerment July 2021](#)

[Guidance Note – Education](#)

[Green Deal Guidance Note - Sustainable Agri-food Systems](#)

[Green Deal Guidance Note – Biodiversity](#)

[Green Deal Guidance Note – Circular Economy](#)

[Green Deal Guidance Note – Climate Change](#)

[Guidance Note – Digitalisation Transformation](#)

[Policy Note Jobs and Growth Employment: Bridging Growth and Livelihoods 09/11/2020](#)

[Social Protection Guidance notes for the next programming phase](#)

SOME SECTOR-SPECIFIC RESOURCES

EC resources

[European Commission \(2021\) Thematic Review – Women's Economic Empowerment](#)

Sources from EU Member States

[SIDA \(2019\) Gender Equality and Trade](#)

International Organisations reports and data

[Avis, W. \(2017\). Digital tools and improving women's safety and access to support services \(GSDRC Helpdesk Research Report 1,415\) University of Birmingham](#)

[European Training Foundation. Skills support for Women's Entrepreneurship to achieve more inclusive and prosperous societies](#)

[ILO. Illustrated Guidelines for Gender-responsive Employment Intensive Investment Programmes](#)

[ITCILO. Resource guide on Gender issues in employment and labour market policies](#)

[IFPRI by Adriana Ignaciuk and Nilar Andrea Chit Tun \(Oct 23, 2019\) Achieving agricultural sustainability depends on gender equality](#)

[OECD and EC \(2016\) Policy Brief on Women's Entrepreneurship](#)

[UN Women. EMPOWERWOMEN: UN Women's Knowledge Gateway](#)



ANNEX 1

GAP III Specific Objectives and Indicators related to Jobs and Growth

(See the *GAP III Staff Working Document, Part II* for all of the objectives, key thematic outcome indicators and other thematic outcome indicators).

PROMOTING ECONOMIC AND SOCIAL RIGHTS AND EMPOWERING GIRLS AND WOMEN

GAP III specific thematic objective

- Increased access for women in all their diversity to **decent work** in non-traditional, in particular science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive **social protection** systems

Key thematic outcome indicators

- Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organisation (ILO) textual sources and national legislation, by sex and migrant status (SDG 8.8.2)
- Number of measures in place in partner countries to protect the rights of women workers, including domestic workers, and their access to decent work and social security [e.g., ratification and implementation of CEDAW, ILO fundamental conventions²⁰ and C190 on Violence and Harassment in the World of Work and C189 on Domestic Workers.
- Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable (SDG 1.3.1)
- Extent to which the partner country's gender equality and decent work policy is implemented

GAP III specific thematic objective

- Improved policy, legal framework and access to **care services** enabling equal division of domestic and care work between women and men

Key thematic outcome indicators

- Extent to which legislation is in place to foster paid maternity, paternity and parental leave
- Extent to which policies and measures are in place to regulate paid maternity, paternity and parental leave, including in the context of COVID-19 recovery plans
- Extent to which provision of care services, infrastructure and social protection policies allow an equal division of domestic and care work between men and women
- Extent to which shared responsibilities of domestic and care work within the household and the family are promoted

GAP III specific thematic objective

- Increased access for women in all their diversity to **financial services and products, and productive resources**

Key thematic outcome indicators

- Proportion of countries where the legal framework (including customary law) guarantees **women's equal rights to land ownership and/or control** (SDG 5.a.2)
- Number of policy, regulatory or legal reforms adopted to support women's employment and entrepreneurship, such as in terms of ownership and land rights, inheritance, mobility, access to identification

²⁰ Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol P029), Abolition of Forced Labour Convention, 1957 (No. 105), Minimum Age Convention, 1973 (No. 138), Worst Forms of Child Labour Convention, 1999 (No. 182), Equal Remuneration Convention, n, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111).



- Number of relevant actors (private sector companies, ministries, etc.) influenced to adopt processes to improve women's economic empowerment / to remove barriers to market access for women in a given sector (FPI RF)
- Number of practices aimed at removing barriers preventing women from market access, investment and business development (FPI RF)
- Number of beneficiaries, disaggregated at least by sex, with access to financial services: a) firms, b) individuals (EU RF 2.13)²¹

GAP III specific thematic objective

- Women in all their diversity have improved access to **entrepreneurship opportunities** including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy

Key thematic outcome indicators

- Number of gender-responsive policies approved by partner government in the green economy sector
- Number of gender-responsive policies approved by partner government in the circular economy sector

GAP III specific thematic objective

- Improved access for women in all their diversity to **managerial and leadership roles** in social and economic sectors and fora.

Key thematic outcome indicators

- % of women nominated to senior level positions in public sector (e.g., ministries of finance, economic planning, business development)
- % of women nominated to senior level positions in private sector (e.g., investment boards / fund management teams, corporate boards, CEOs, business associations, chambers of commerce, cooperative boards, professional bodies, etc.)
- Proportion of women in high level negotiation and mediation fora (peace, trade, investment, post-conflict and distribution) (FPI RF)

GAP III specific thematic objective

- Reduction in gender disparities in **enrolment, progression and retention** at all levels of education and lifelong learning for women, men, girls and boys

Key thematic outcome indicators

- Gender parity in school enrolment and primary and secondary completion rates (SDG 4.5.1)
- Proportion of children and young people (a) in Grades 2/3, (b) at the end of primary and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics (%), by sex (SDG 4.1.1.)
- Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes leading to jobs
- Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill, by sex (SDG 4.4.1)
- % of representation of women and men in teaching profession and management
- Extent to which curricula and learning materials are free from discriminatory social norms and gender stereotypes

GAP III specific thematic objective (impact level): Women, men, girls and boys, in all their diversity, fully enjoy and exercise their **equal economic, labour and social rights**

Key thematic impact indicators:

- Employment rate, disaggregated at least by sex
- Percentage distribution of employed population by sector, disaggregated at least by sex
- Proportion of informal employment in non-agriculture employment, disaggregated at least by sex

²¹ This is an output indicator and not an outcome indicator. It was included here for its importance as regards GAP III and the availability of aggregated data.



- Proportion of time spent on unpaid domestic and care work, by sex, age and location (note: separate domestic work and care work, if possible) (SDG 5.4.1)
- Average income of small-scale food producers, by sex and indigenous status. (SDG 2.3.2)
- Transition rate to higher education, disaggregated at least by sex
- Proportion of women in managerial positions (SDG 5.5.2)
- Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for all (WASH)services) (SDG 5.9.2)
- Health worker density and distribution (SDG 3.c.1)
- Maternal mortality ratio (SDG 3.1.1)
- Under-five mortality rate (SDG 3.2.1), disaggregated at least by sex
- Prevalence of undernourishment (SDG 2.1.1), disaggregated at least by sex

ENSURING FREEDOM FROM ALL FORMS OF GENDER-BASED VIOLENCE

GAP III specific thematic objective

- Women, men, girls and boys in all their diversity are better protected from all forms of **gender-based violence** in the public and private spheres, in the workplace and online through legislation and effective enforcement.

Key thematic outcome indicators:

- Extent to which legislation and/or policy prohibiting/addressing VAWG has been developed, strengthened and/or implemented (results framework of the Service for Foreign Policy Instruments –FPI RF)
- Number of individuals benefiting from EU-funded programmes to counter sexual and gender-based violence (indicator to be integrated into the European Union results framework – EU RF)
- % of referred cases of gender-based and sexual violence against women and children that are investigated and sentenced (FPI RF).

