

Indicator name
% of women in managerial positions in enterprises in the green economy and the circular economy
Thematic area of engagement
Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation - Climate Change and Environment
Aggregable indicator
No
Indicator type (quantitative/qualitative)
Quantitative
Related objective in the Gender Action Plan III
Overall thematic objective: Women in all their diversity influence decision-making processes on environmental conservation and climate change policies and actions. Specific thematic objective 4: Women in all their diversity increasingly participate in and have improved access to jobs, entrepreneurship opportunities in the green economy and the circular economy.
Technical Definition
This indicator intends to measure the percentage of women in managerial positions in the green economy and circular economy, who receive EU support, as compared to men. The following definitions apply: - <u>Green economy</u> is one that results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities.¹ Green economy can refer to sectors (e.g., energy), topics (e.g., pollution), principles (e.g., polluter pays) or policies (e.g., economic instruments). It can also describe an underpinning strategy, such as the mainstreaming of environmental policies or a supportive economic structure.² - <u>Circular economy</u> is the kind of economy that aims to maintain the value of products, materials and resources for as long as possible by returning them into the production cycle at the end of their use, while minimising the generation of waste.³
Rationale
Boosting women's leadership and entrepreneurship is key to achieving gender equality, and as a means of reducing poverty and promoting sustainable development, including green and circular economy. The green sector offers an opportunity to address the employment challenges faced by women in the labour market because it opens new spaces for new entrepreneurs in sectors like forest and agricultural production, ecotourism, waste management or recycling, among others.⁴ Circular economy represents an economic model that is environmentally sustainable, respectful of planetary boundaries and socially inclusive. Potentially, it can generate decent jobs and business opportunities for women by introducing ethical norms and fine-tuning the balance between profit, social responsibility and impact.

¹ UNEP (2011): [Towards a Green Economy: Pathways to Sustainable Development and Poverty](#)

² [European Environment Agency \(2016\): Green economy](#)

³ [Eurostat](#), Circular Economy - Overview

⁴ ILO (2015): [Gender equality and green jobs](#)

Data source and calculation

Reporting covers cooperation and development initiatives, humanitarian (if applicable) and investment frameworks funded by the EC (INTPA, NEAR, FPI, ECHO) and EEAS.

EUMS may provide information related to their interventions through their contributions to GAP III reports or through the EUDs, e.g., in cases of joint dialogue (i.e., as part of joint programming or TEI).

Data sources:

The intervention's monitoring and reporting systems, e.g., inception, interim and final reports from implementing organisations (including governments, international organisations, national and international civil society organisations, etc.), ROM reviews and evaluations.

Government statistics and data from line ministries (e.g., environment, agriculture, industry, finance, etc.), statistical offices (e.g., labour force survey/ household surveys including a module on employment), gender equality observatories, women's national machineries, green and circular economy enterprises, international organisations, CSOs, etc.

Surveys/interviews conducted and budgeted by the intervention can also be relevant data sources.

Baseline and endline studies conducted and budgeted within the EU intervention using the same data collection methodology. The studies can be conducted as part of the gender country profile and / or gender sector analysis, or be based on existing official reports and published data.

Calculation:

This quantitative indicator measures the proportion of women in the total number of persons employed in managerial positions in enterprises in the green economy and the circular economy.

According to the ILO,⁵ it is recommended to use two different measures jointly for this indicator:

1. the share of women in (total) management, and
2. the share of women in senior and middle management (thus excluding junior management).

The joint calculation of these two measures provides information on whether women are more represented in junior management than in senior and middle management, thus suggesting the existence of the glass ceiling that prevents women from accessing higher-level management positions in green and circular economy. In these cases, calculating only the share of women in (total) management would be misleading in that it would suggest that women hold positions with more decision-making power and responsibilities than they actually do.⁶

Each individual (disaggregated as below) benefiting from different services thanks to the EU supported intervention should be counted separately and only once if they benefit from more than one intervention of the same type (e.g., different phases of the same programme).⁷

⁵ ILO (2020): [Women in managerial and leadership positions in the G20](#)

⁶ Extracted from [5.5.2 SDG indicator metadata](#)

⁷ Avoiding double counting is especially relevant when aggregating values of different indicators. As a general rule, it is acceptable to record the same individuals under different indicators and between different interventions if the EU funds different services (i.e., a child under one receives nutrition in the framework of one intervention and is also immunised in the framework of another intervention). Where an individual receives the same service in the framework of the same EU supported intervention (e.g.,

In particular, to avoid double counting, a peak year result should be taken, i.e., by reporting the highest number of people who benefited from the EU intervention on a yearly basis. Results on a multi-year basis will be calculated by adding the number of new individuals reached in years 2, 3, etc. to the total reached in year 1.

In case of interest and if possible, the number of beneficiaries can also be calculated by sector, e.g., green economy, circular economy.

Worked example

In country A, in the framework of a G2 programme to increase women's leadership and entrepreneurship, the EU supports female-headed enterprises through financial support, capacity building, access to credit, among others. In parallel, the EU engaged in dialogue with the green economy private sector to adopt a gender quota for managerial positions. The number of women nominated to senior level positions progressed over the project's timespan in the pilot private sectors companies and SMEs:

% women in senior level position (in target private companies in the green economy)	Year 1	Year 2	Year 3
Total	20%	25%	34%

Baseline

Data from official counterparts (i.e., line ministries, service providers, statistics institutes, etc.).

Data from international and national organisations or other independent non-state actors.

If baseline data are lacking, a mapping can be done at the start of the intervention using surveys/ interviews.

The baseline can be 0 when the indicator is achieved with the EU funded intervention.

Disaggregation

Data need to be disaggregated by age⁸ as a minimum, and by gender⁹ and disability status, whenever possible.

As a person's gender identity does not necessarily equal nor can it be deduced from their sex, for international and national reporting it is recommended, whenever possible, to collect data disaggregated by gender.

Taking into due account the "do no harm" principle, it is also recommended to collect data on other intersecting grounds of potential discrimination (e.g., geographical location, population group - ethnic minority, linguistic or religious group member- socio-economic situation, migration status, etc.) based on relevance to the intervention and availability of data.

Data should be also disaggregated by typology of sector, e.g., green economy and circular economy, whenever possible.

Data disaggregation to capture the intersecting dimensions of women's position in the green economy and circular economy is necessary to increase the quality and effectiveness of

different phases of a nutrition programme), this cannot be matched to different indicators and between different interventions.

⁸ Age groups: 0-15; 16-24; 25-54; 55+

⁹ Gender encompasses a person's identities, expressions, and societal roles (man, woman, non-binary, other options).

programmes, projects, and dialogue, and make visible the experience of different individuals. The collection, analysis and use of disaggregated data is a priority, regardless of previous practice. Due consideration should be paid to national data collection capacity. Furthermore, those in charge of data collection need to assess carefully if and how to collect sensitive data, for example, concerning sexual identity and the legal situation in the national context to avoid harm to individuals or groups by revealing characteristics they carry.
Availability and Timeliness
Information should become available annually, depending on the duration of the action.
Related DAC Code / CRS
250 - Business & Other Services/ 25010 - Business policy and administration/ 25040 - Responsible business conduct
Associated SDGs
SDG 5. Achieve gender equality and empower all women and girls Target 5.5, Indicator 5.5.2 (See Metadata) SDG 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all Target 8.3. Indicator 8.3.1 (See Metadata) Target 8.5. Indicator 8.5.1 (See Metadata) and Indicator 8.5.2 (See Metadata)
Other issues
Employment in management is determined according to the categories of the latest version of the International Standard Classification of Occupations (ISCO-08) The gender country profile and / or gender sector analysis can be relevant sources of information for establishing baselines. If there is no gender analysis available at the EUD, it is recommended to look at the analysis undertaken by EU Member States or other trusted partners (UN, World Bank, human rights national and regional mechanisms, etc.) as well as the national-level reviews carried out in 2019 by UN Women and the partner countries to assess progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action. Special attention should be paid to following up on partner country institutions reached with EU support.