

Indicator name
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 conventions ¹ and C190 on Violence and Harassment in the World of Work and C189 on Domestic Workers.]
Aggregable indicator
Yes
Indicator type (quantitative/qualitative)
Quantitative
GAP III thematic area of engagement
Promoting economic and social rights and empowering girls and women
Related objective in the Gender Action Plan III
Overall thematic objective: Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights. 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.
Technical Definition
This indicator seeks to monitor the measures taken by partner countries to protect the rights of women workers – including domestic workers – by: a. Monitoring the legal framework and law reform and their conformity with international commitments (e.g., ratification and implementation of CEDAW, ILO fundamental conventions, Convention 190 on Violence and Harassment in the World of Work and Recommendation 206, and Convention 189 on Domestic Workers) and regional standards and norms on women workers' rights; b. Monitoring the implementation of these laws. To measure this indicator, the following definitions apply: - The ILO definition of domestic work refers to all work performed in or for a household. This includes household chores like cooking, cleaning, and laundering as well as personal care of household members such as child care, elder care, care for the ill and people with disabilities. - Decent work² is productive work for women and men in conditions of freedom, equity, security and human dignity. In general, work is considered as decent when: it pays a fair income, it guarantees a secure form of employment and safe working conditions, it ensures equal opportunities and treatment for all, it includes social protection for the workers and their families, it offers prospects for personal development and encourages social integration, and

¹ [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).

² European Commission webpage Employment and decent work (based on ILO's definition)

- workers are free to express their concerns and to organise.
- Social security³ is the protection that a society provides to individuals and households to ensure access to health care and to guarantee income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner.

Rationale

Despite progress over the last two decades, women continue to experience discrimination and inequality in access to decent work and social security. Globally, a gap of 26% separates women and men in labour force participation and the gender wage gap is estimated to be 23%. Further, women continue to carry the lion's share of family and caregiving responsibilities. The top challenges that working women face largely depend on their situation in life. According to recent studies, age, education, children and work experience are key determinants of these challenges. Young women between the ages of 15 and 29 are more likely than older women to mention unfair treatment/abuse/violence and harassment at work. Those between the ages of 30 and 44 are more likely than women in other age groups to cite a lack of affordable care for their children and families. And, as women get older, they are more likely to consider unequal pay a key challenge.⁴

Beyond the number of measures in place to ensure working women's human rights are addressed, policies and laws must be implemented to make an actual, positive difference to the lives of women and domestic workers. Effective implementation requires:

- Ownership and political will
- Understanding by duty bearers (employers, employment agencies, policy makers, law enforcers and service providers) of the situation of women and domestic workers and how to apply international labour standards to improve their situation including through tripartite consensus among governments, employers and women workers' organisations
- Standard institutional operating procedures to protect women and domestic workers
- Strong, empowered and aware labour institutions
- Respect and recognition of the role of trade unions and feminist and women's organisations in defending women and domestic workers' rights and working conditions
- Strong accountability systems.⁵

Data source and calculation

Reporting covers cooperation, development and humanitarian (if applicable) initiatives 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:

Mapping and assessment of the country's legal frameworks using primary sources/official government documents, in particular policies/laws/regulations/strategies/action plans.

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, private sector, etc.), ROM reviews and evaluations.

³ ILO, [Facts on Social Security](#)

⁴ [ILO, Gallup \(2017\): Towards a better future for women and work: Voices of women and men.](#)

⁵ Adapted from:

<https://interactive.unwomen.org/multimedia/infographic/changingworldofwork/en/index.html>

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:

Number of:

- policies/laws/regulations/strategies/action plans and similar measures that partner countries have adopted thanks to the EU intervention to protect the rights of working women, including domestic workers, and their access to decent work and social security.

To avoid double counting, a peak year result should be taken, i.e., by reporting the highest number of measures promoted by the EU intervention on a yearly basis. Results on a multi-year basis will be calculated by adding the number of new measures promoted in years 2, 3, etc. to the total reached in Year 1. Each measure is counted only once.

Worked examples

In country A, the EU supports law reform. Through two different interventions, the EU supported the promulgation of the domestic workers' protection law and social security law.

- ⇒ In this case, the number of measures in place in partner countries to protect the rights of women workers, including domestic workers is 2.

In country B, several EU interventions promote decent work and social security. Thanks to one intervention, the partner country ratified ILO Conventions No. 143 in Year 1, and No. 189 in Year 3. Through another intervention, the partner country amended the national labour law on social security in Year 2.

- ⇒ In this case, the number of measures in place should cumulate the results of the different interventions:

Intervention 1	Year 1	Year 2	Year 3	Total
Measures	1		1	2

Intervention 2	Year 1	Year 2	Year 3	Total
Measures		1		1

Total number of measures in place in partner countries to protect the rights of women workers, including domestic workers through the EU support	Intervention 1 +
	Intervention 2 3

Baseline

Data from official counterparts (i.e., national women's machinery, national gender observatories, line ministries/ authorities in charge of labour policies and planning, statistical institutes, etc.). Data from international and national organisations working on women's employment and labour rights 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
N/A
Availability and Timeliness
Information should become available annually, depending on the duration of the action.
Related DAC CRS code
160 - Other Social Infrastructure & Services / 16070 – Labour rights
Associated SDGs
SDG 5 Achieve gender equality and empower all women and girls. Target 5.1, Indicator 5.1.1 (see Metadata) Target 5.4, Indicator 5.4.1 (see Metadata) Target 5.c, Indicator 5.c.1 (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, Indicators 8.5.1 (see Metadata), 8.5.2 (see Metadata) Target 8.8, Indicators 8.8.1 (see Metadata), 8.8.2 (see Metadata)
Other issues
Even where labour standards exist, implementation may be uneven. Increased knowledge among workers and unions of labour standards and workers' rights is a means to support enforcement. An emphasis on women's employment rights and equality provisions in awareness raising activities enables women to organise to claim their rights in relation to employers and to gain the attention and support of unions on these issues. 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.