

Indicator name
Extent to which the partner country's gender equality and decent work policy is implemented
Aggregable indicator
No
Indicator type (quantitative/qualitative)
Qualitative
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 other sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems.
Technical Definition
This indicator measures progress of partner countries in enhancing gender equality and decent work, particularly: - The progress in closing the gender gap in labour force participation. - The progress in closing the gender gap in sectors where women are traditionally less represented (in terms of access and presence, e.g., number/proportion of women) and in female-dominated sectors. - The promotion and achievement of fair, safe and just working conditions for women (i.e., fundamental labour rights and entitlements in supply chains¹, where women tend to be overrepresented; closing the gender pay gap; women's representation in value chains; transition to formal economy; equal representation in social dialogue). - The progressive elimination of labour market segregation, horizontal and vertical, not only by increasing the representation of women in traditionally male-dominated sectors but also by encouraging men to enter female-dominated occupations. - The reduction of the disproportionate burden placed on women for unpaid care and domestic work (i.e., investment in childcare, elder care and long-term care services as well as shifting away from the unbalanced division between men and women). - The country's commitment and engagement to eliminate violence and harassment in the world of work.
Rationale
Globally, gender-based discrimination and inequality are still widespread and constitute the major obstacle to decent work. Gender equality and decent work refer to²: - Supporting the employability of women and men without any discrimination of treatment

¹ What women, as workers/providers/vendors in supply chain, are owed as a result of their production or provision of services, materials, etc., including payments.

² Extracted from [ILO, Gender Equality & Decent Work](#)

- and pay;
- Supporting the informal economy through innovative schemes to ensure social security rights are met;
- Enhancing women's management development and entrepreneurship;
- Promoting international labour standards, such as those concerning maternity protection, workers with family responsibilities, health and safety, part-time workers and homeworkers, and the organisation of domestic and rural workers;
- Facilitating equal access to productive resources;
- Reducing insecurity in the world of work, including violence and harassment;
- Ensuring that the conditions of work are safe, healthy and decent by putting in place occupational health and safety policies to grant protection for all workers' health, while taking into account the specific needs of each category of workers - women and men;
- Developing practical measures to combine paid employment and care work;
- Improving the governance and efficiency of social security systems;
- Promoting gender equality in social dialogue.

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 policy framework on gender equality and decent work using primary sources/official government documents, in particular policies/ laws/ regulations/ procedures/ 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.

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:

- Existence, application and effectiveness of laws, policies, regulations, procedures, strategies, action plans, etc., promoting gender equality and decent work (see "Rationale" above for examples).
- Change in knowledge, skills and attitudes of government and employers towards a better integration of gender equality and decent work in national labour policies and practices.
- Services and facilities availability (functioning and in sufficient quantities), accessibility (non-discrimination, physically and economically accessible, information accessibility), acceptability (culturally acceptable, sensitivity to marginalised/vulnerable groups) and quality (safe, technically-approved and sustainable) to fight violence and harassment in the world of work.

Any of the above-mentioned support measures, among others, provided by the EU intervention that increased or strengthened the internal capacity of an institution to promote gender equality

and decent work is counted once.
Worked examples
In country A, the EU intervention supported the Ministry of Labour's National Strategy on Decent Work. Within Pillar 2 of this strategy, capacity building of governmental officials was carried out. The end of project evaluation showed increased awareness on gender equality and decent work among targeted governmental institutions which led to the promotion of a national regulation on occupational health and safety at work for private sector employers. ⇒ In this case, there is a national policy framework whose Pillar 2 is implemented and resulted in change within government and employers towards a better integration of gender equality and decent work in national labour policies and practices. In country B, the EU supported the National Gender Equality Strategy Pillar 4 on Women's Economic Empowerment. Through one intervention, the EU promoted initiatives to enhance women's access to safe work, such as hazard risk assessment and measures to counter the risks associated with the use of toxic materials in textile factories. At the end of the project 85% of the women who benefitted from the intervention reported feeling safer at work, and 80% of involved employers were found to use the criteria to avoid the risks associated with the use of toxic substances in textile manufacture.
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 with women's rights organisations and networks. 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 250 - Business & Other Services / 25040 – Responsible business conduct
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

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.

Other annual data sources that can support the collection of relevant country information are the [Global Gender Gap Report](#), the [World Bank Women, Business and the Law](#) and the [ILO Labour Statistics on Women](#).