

Indicator name
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.
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 3: Increased access for women in all their diversity to financial services and products, and productive resources
Technical Definition
This indicator intends to track progress on the legal provisions that countries adopt to promote women's employment and entrepreneurship, particularly by protecting women's property rights so as to facilitate their participation in business and the labour market. The following definitions apply: - In terms of ownership, land rights and inheritance: Women with initial endowments of productive resources such as land wealth, and physical and financial capital, are better able to access additional productive resources and frequently gain higher returns in existing markets. Women entrepreneurs with land wealth and capital are more likely to work in the formal economy, where their businesses are registered, and they pay taxes on income, labour and capital and benefit from private and public sector programmes.¹ - In terms of access to identification: Equal access to identification is key for women to fully participate in the economy. Proof of identity is necessary, for example, to sign an employment contract, open a bank account, or borrow from a financial institution. The gender gap for the unregistered population has been found to be particularly large in low-income countries where it can correlate with legal barriers.² - In terms of mobility: Gender inequalities are still embedded within the transportation system, either public or private. In many contexts, limitations and restrictions to women's rights to independent mobility hinder their chances to enter the labour market, and to plan for and build up their business. In addition, public transportation is often an unsafe place for women because of the high risk of incurring sexual and gender-based violence and harassment.
Rationale
In many countries, discriminatory laws and policies around land titling and property ownership

¹ Extracted from "Enhancing Women's Access to Markets: An Overview of Donor Programs and Best Practices" (USAID, 2005)

² [The importance of women's equal access to identification in times of a global crisis](#)

and inheritance put women at a disadvantage. Even when the legal and policy frameworks protect women's rights to property, women may be not fully aware of their rights and/or do not know how to claim what is rightfully theirs, thus traditional discriminatory justice systems continue to benefit men.³ When they are owners and/or holders of land, women may also lack effective power to influence and take decisions on the use of the land because of socioeconomic and cultural gender-based discrimination in the household and the community. This leads to insecurity of tenure, which can further jeopardise women's lives in terms of working conditions and access to credit for family investments. On the contrary, women entrepreneurs with little more than their labour to sell, are likely to cluster in the informal economy, in small production units that are unregistered and where they may not pay taxes on income, labour, or capital. These women entrepreneurs face entirely different sets of opportunities and constraints in scaling up their economic activities and entering new markets.⁴

In many contexts, women's access to markets and services is constrained by household and communal norms that restrict their mobility outside the home or community, or by the lack of safe public transportation. Access to affordable and safe transportation is key to advance women's economic empowerment, employment and entrepreneurship.

For women to exercise and enjoy fully their human rights to employment and entrepreneurship, a gender-transformative approach is needed. This requires both multisector and multilevel engagement to deal not only with the legal (i.e. gender-neutral laws), administrative and socioeconomic constraints limiting women's access to land, but also to challenge pervasive perceptions and practices surrounding the recognition and promotion of women's land rights.⁵ Governmental institutions play a key role in removing barriers to women's access to employment and entrepreneurship through policy, regulatory or legal reforms.

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:

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:

Every policy, regulatory or legal reforms adopted to support women's employment and

³ [Because women matter Designing interventions in food, nutrition and agriculture that allow women to change their lives](#) (European Commission, 2019)

⁴ Extracted from "Enhancing Women's Access to Markets: An Overview of Donor Programs and Best Practices" (USAID, 2005)

⁵ [Women's land rights matter](#) (European Commission, 2019)

entrepreneurship, e.g., promoting women's equal ownership and inheritance of property, women's independent and safe mobility, women's access to identification, is counted once.

Worked examples

In the framework of a G2 regional intervention, the EU supports countries' policy, regulatory and legal reforms to enhance women's employment and entrepreneurship.

In country A, the National Land Policy (NLP) is developed and approved by the Parliament. The NLP includes provisions to increase women's access to land ownership and rights.

⇒ The number of policies adopted is 1

In country B, the Gender and Law Commission reviewed 2 laws that included gender-based discrimination. Following the revision, the dispossession of surviving spouses and children was made a criminal offense and women had access to personal identification and identity documents.

⇒ The number of legal reforms is 2

In country C, the development of a new Labour regulation is endorsed allowing women to enter into business contracts independently, without the permission of a male family member.

⇒ The number of regulatory reforms is 1

Baseline

Data from official counterparts (i.e., national women's machinery, national gender observatories, line ministries/ authorities in charge of women's employment and entrepreneurship rights, statistical institutes, etc.). Data from international and national organisations working on women's employment and entrepreneurship 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 intervention.

Related DAC CRS code

250 - Business & Other Services/ 25010 - Business policy and administration

321 - Industry/ 32130 - Small and medium-sized enterprises (SME) development

Associated SDGs

SDG 5 Achieve gender equality and empower all women and girls.

Target 5.1, Indicator 5.1.1 (see [Metadata](#))

Target 5.a, Indicators 5.a.1 (see [Metadata](#)), 5.a.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, 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

It is important to take into consideration social norms affecting gender equality in regulatory reforms in order to create an enabling environment.

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