



Union pour la Méditerranée
Union for the Mediterranean
الإتحاد من أجل المتوسط

Validated Indicators for the establishment of the UfM Ministerial follow-up mechanism on Strengthening the Role of Women in Society

Prepared by the UfM Secretariat following the mandate of Cairo 2017 Ministerial Declaration on Strengthening the Role of Women in Society

31 July 2020

Set of twenty indicators endorsed by the 42 UfM Member states

Horizontal Ministerial commitment: Establishing and enforcing legal and policy framework that ensures women's equal access and equal opportunities to participate fully and equal in all domains of public and economic life.

• **Indicator 1:** Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of gender.

• **Indicator 2:** Whether or not laws and regulations exist that guarantee full and equal access to women and men, girls and boys to sexual and reproductive health care, information and education.

• **Indicator 3:** Whether or not systems to track and make public allocations for gender equality and women's empowerment are in place.

PRIORITY 1: RAISING WOMEN'S PARTICIPATION IN PUBLIC LIFE AND DECISION-MAKING

• **Indicator 4:** Proportion of seats held by women in government

- Share of ministers (% W, M)
- Share of members of parliament (% W, M)
- Share of members of regional and local assemblies (% W, M)
- Share of members of local government- municipalities- (% W, M)

• **Indicator 5** Proportion of women in managerial positions in public and private sector compared to men

- Leaders and deputy leaders in parties (% W, M)
- Judiciary sector: Supreme courts (presidents and members), President of administrative courts, president of Constitutional courts (% W, M)
- Governance institutions¹: Presidents, Executive directors, board members (% W, M)
- Largest listed companies: presidents, board members, CEOs and employee representatives (% W, M)

¹ Anti-corruption bodies, Court of Auditors, consultative bodies...

- **Media:**
 - ✓ **Public broadcasters: presidents and members of the board/council (highest decision-making body), CEO, executives (% W, M)**
 - ✓ **Media regulatory authorities: board/council presidents and members (% W, M)**
- **National academies of sciences: presidents and members of the highest decision-making body (% W, M)**
- **Security sector (police officer, police commissioner, army officer, senior army officer) (% W, M)**
- **Diplomacy (Ambassador, Consul) (% W, M)**

Indicator 6: Perceptions on women's access to leadership and decision-making (opinion surveys)

- **In your opinion, which leadership attribute (affection, efficiency, better collaboration, less corruption, vision, empathy) is highly associated with female leadership?**
- **What position is dominated by working women?**
- **Is there a significant difference between male and female workers in perceiving female leadership?**
- **Do you think women experience discrimination as managers?**
- **Do you think that women managers/leaders are well represented in news and media as are men?**

PRIORITY 2: RAISING WOMEN'S ECONOMIC PARTICIPATION

Indicator 7: Proportion of women in the formal and informal work compared to men

- **Employment rate, by sex, age, persons with disabilities, migrant status, rural and urban areas.**
- **Average hourly and annual earnings of female and male employees, by occupation, age, persons with disabilities and migrant status.**
- **Unemployment rate, by sex, age, persons with disabilities, migrant, rural and urban areas.**
- **Temporary jobs rate as a percent of employment, by sex and age, persons with disabilities, migrant, rural and urban areas.**
- **Part-time jobs rate as a percent of employment, by sex and age, persons with disabilities, migrant, rural and urban areas.**
- **Proportion of informal employment in non-agricultural sectors as a percent of employment by sex, persons with disabilities, migrants and rural and urban areas.**
- **Young people (aged 15-24 years) neither in employment nor in education and training by sex and age.**
- **Proportion of girls (under 15) engaged in economic activity.**

- Proportion of time spent on unpaid domestic and care work, by sex and age.

Indicator 8: Proportion of women entrepreneurs compared to men

- Percentage of female 18-64 population, compared to their male counterparts who are entrepreneurs or owner-managers of a business.
- Number of new female LLC owners during the reporting period (Limited Liability Company).
- Perceptions on female entrepreneurship (opinion surveys)

Indicator 9: Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex

Indicator 10: Perceptions on female entrepreneurship (opinion surveys)

PRIORITY 3: COMBATING ALL FORMS OF VIOLENCE AGAINST WOMEN AND GIRLS

Indicator 11: Proportion of women and girls aged 15 years and older subjected to domestic violence by intimate partners in the previous 12 months, by age, disability and migration status.

Indicator 12: Proportion of girls and women victim of physical or sexual harassment, by age, disability and migration status, in the previous 12 months.

Indicator 13: Proportion of girls and women aged 15–49 years who have undergone female genital mutilation/cutting, by age, disability and migration status.

Indicator 14: Proportion of women and girls aged 15 years and older subjected to physical or sexual violence by persons other than an intimate partner in the previous 12 months, by age, disability and migration status.

Indicator 15: Proportion of women aged 20–24 years who were married or of child marriage (girls before age 15 and before age 18).

Indicator 16: Availability of country-wide strategies/national action plans for combating VAWG.

Indicator 17: Availability of the safe-houses for victims of VAWG – number of available beds per 1000 citizens, as well as geographic distribution of safe-houses throughout the country’s territory. (Article 23 of the COE Istanbul Convention).

Indicator 18: Availability of rape crisis or sexual violence referral centres for victims (Article 25 of the Istanbul Convention).

Indicator 19: Number of legal channels reporting on violence against women.

Indicator 20: Awareness, Perception and acceptability of VAWG (opinion surveys).

- **Awareness of laws and political initiatives that protect women in cases of gender based-violence and domestic violence.**
- **Awareness of institutions or any support services for women who are victims of gender based-violence and domestic violence.**
- **Perceptions of frequency of violence against women in the country.**
- **Is domestic violence against women acceptable? (% of respondents)**
- **Awareness and perception of society on child marriage and education of girls. Is harassment against women acceptable? (% of respondents)**
- **Where is violence against women more likely to occur? (% of respondents)**
- **Is information about violence against women and girls sufficiently reflected in the media? (% of respondents)**
- **Do women portrayals in formal and social Media have an impact on increasing violence against women and girls? (% of respondents)**

