



GENDER INDICATORS
for follow-up and evaluation of the
**Regional Programme of Action for the
Women of Latin America and the
Caribbean, 1995 - 2001, and the
Beijing Platform for Action**



UNITED NATIONS



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PROGRAMME OF ACTION FOR THE WOMEN OF
LATIN AMERICA AND THE CARIBBEAN, 1995-2001,
AND THE BEIJING PLATFORM FOR ACTION



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The proposals for indicators were developed by Thelma Gálvez Pérez, a consultant with the Women and Development Unit of ECLAC. Review and cross-matching by subject of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, the Beijing Platform for Action and the Plan of Action of the Second Summit of the Americas, and the selection of objectives and declared aims, were carried out by the Women and Development Unit of ECLAC. The views expressed herein are those of the author and do not necessarily coincide with the views of the Organization.

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ABSTRACT

In response to the need, expressed by the member countries of the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean, for accurate instruments to identify progress and reverses in the situation of women in the countries of the region, ECLAC has been carrying out work, of which the present study forms a part, to produce a system of indicators that can be used to follow up and evaluate regional and international agreements concerned with improving the situation of women and promoting gender equity. It is also intended that the indicators should facilitate and orient the work of collecting quantitative data on both women and men and then analysing these data as they relate to the gender aspects of development.

To this end, the present document provides a set of indicators devised on the basis of the measures recommended to Governments in the Beijing Platform for Action, the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Plan of Action of the Second Summit of the Americas. Given the scope of these recommendations, we have selected those aspects that are the easiest to measure with the statistics available in most of the countries, while remaining mindful of the variety of issues covered by the documents.

When the indicators proposed here were designed, the objective was that they should provide accurate measurements of changes occurring over time and enable comparisons to be drawn between countries. Wherever relevant, they are formulated for both sexes, and in some cases the emphasis is on the gap between the two, rather than on the actual level of one or the other. Some of the indicators measure developments in the situation that gave rise to the corresponding recommendations, while others show how much progress has been achieved by implementing the suggested actions.

Finally, this work forms part of regional preparations for the eighth Regional Conference on Women in Latin America and the Caribbean and the special session of the General Assembly of the United Nations entitled «Women 2000: gender equality, development and peace for the twenty-first century», both of which are to be held in the first half of the year 2000.

I. PRESENTATION

A. INTRODUCTION

The Economic Commission for Latin America and the Caribbean (ECLAC) has been designated, within the United Nations System, as a focal point in the region for follow-up activities relating to regional and world agreements that deal with gender equity and the advancement of women.

Growing awareness, both in the world of the social sciences and in the sphere of public policy, of the need to develop systems of gender statistics to monitor changes in the situation of women as against that of men, has led to recognition of how vitally important it is to select indicators that are appropriate for this purpose.

At their twenty-sixth meeting, held in Santiago, Chile, on 13 and 14 July 1998, the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean asked the Secretariat of ECLAC to draw up proposals for the indicators that would need to be applied in the countries in order to obtain data on the situation of women by comparison with that of men, in different spheres, thereby making it easier to monitor compliance with the agreements of the Beijing Platform for Action and the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, in anticipation of the Eighth Regional Conference on Women in Latin America and the Caribbean and the special session of the General Assembly entitled «Women 2000: gender equality, development and peace for the twenty-first century», these meetings to be held in the first half of the year 2000.

This document contains the proposals for indicators developed for this purpose in ECLAC. In drawing them up, account was taken of the measures recommended to Governments in both the Beijing Platform and the Regional Programme of Action, and the recommendations of the Plan of Action of the Second Summit of the Americas were also taken into consideration.¹ The Beijing Platform follow-up questionnaire prepared by the United Nations Division for the Advancement of Women was also studied with particular care.² This choice of methodology was in response to the desire of the member countries of the Presiding Officers group for there to be a single follow-up and evaluation process for international agreements, and for statistical information-gathering efforts to be concentrated on these agreements.

¹ In the Plan of Action of the Second Summit of the Americas held in Santiago, Chile, on 18 and 19 April 1998, participating Heads of State requested the support, collaboration or assistance of ECLAC in a number of areas of work, one of which was Women.

² Also examined were documents provided by the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Food and Agriculture Organization of the United Nations (FAO), the United Nations Population Fund (UNFPA) and the International Labour Organization (ILO), in accordance with agreement no. 3 adopted at the Sixth Meeting of Specialized Agencies and Other Bodies of the United Nations System on Future Activities to Promote the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, Santiago, Chile, 15 July 1998 (see ECLAC, 1998d).

In the interests of standardizing the follow-up work to be done by the countries, the indicators designed for this proposal are given in the same subject order as was used by the Beijing Platform, and for each one a summary is given of the actions and strategic objectives of the Regional Programme of Action and the Plan of Action of the Second Summit of the Americas to which they relate. The choice of measures for which follow-up and evaluation are required was guided by the areas of common ground between the three international instruments concerned, so that the tasks of gathering and analyzing statistical information in the countries could be rationalized. This proposal is a flexible one, being envisaged as a basic module or common minimum that ought to be attained, and each Government can add to it as it sees fit in the light of the measures taken to apply agreements relating to equality of opportunities between men and women, and of the gender policies that have been of particular importance in the country concerned.

Another criterion that influenced the choice of indicators was the extent to which information is available in most of the countries of Latin America and the Caribbean, and the degree to which data are comparable. For this reason, the source of these data is stated after the description of each indicator, to provide guidance in locating them within national information systems. Likewise, a description is given not only of the parameters within which each indicator was constructed, but also of recommended calculation methods and the meaning of the values obtained in terms of equality of opportunities and progress in narrowing the gender gap.

B. NOTES ON METHODOLOGY

1. What the indicators mean

The main objective in devising indicators is to monitor compliance with agreements and to follow up the situations of women and men, in accordance with the documents already referred to. In the approaches they take, however, the different proposals set forth in the Beijing Platform, the Regional Programme of Action and the Plan of Action of the Second Summit of the Americas touch on different aspects: some refer to measures that would have to be taken for progress to be made in improving the lot of women, while others are expressed directly in terms of the results required for gender equality to be brought about. This was somewhat of a complicating factor in efforts to deal with the three instruments jointly and simultaneously, and meant that the task of delimiting, identifying and selecting what seemed to be the essential points, when the objectives were being decided on, was a challenging one.

The declared aims are the starting point for the indicators, which in turn can only answer questions that are very precisely formulated. As regards the object of measurements, priority was given to constructing indicators that measured changes in the situation deemed to be a problem, i.e. the results of actions, while less effort was devoted to designing indicators to assess actions or measures to resolve them.

The indicators do not postulate a strict relationship of cause and effect between the measures proposed and the results achieved, which means that what they gauge is not necessarily so much the consequences of policies as the development of the situation. For this relationship to be ascertained, specific studies and research need to be carried out.

An indicator seeks to express a large part of the phenomenon it deals with, but what it measures will always be the outcome of a synthesis of situations that are generally far more complex. The aim is not to describe a situation but to signal and warn of the direction of change.

2. Selection and/or construction criteria

In the choice of indicators, attention was paid to the need for them to be useful to the countries applying them, it being the countries that will actually decide how necessary it is to calculate them, setting priorities on the basis of their own follow-up and evaluation needs. In some cases, flexible criteria for breaking down figures are suggested; these can be used to focus on peculiarities that are important in particular countries, such as the situation of rural areas or the indigenous population, for example.

The most important variable guiding these choices was the current availability of information and official statistics. Nonetheless, some of the indicators proposed have to be arrived at by introducing measuring instruments that are new to the countries, such as time use surveys.

In constructing indicators or adopting existing ones, certain principles were adhered to, including the following:

- a) **indicators for women and men:** wherever possible and relevant, there are separate calculations for each sex, and indicators often yield not the level for one sex or the other, but the gap or difference between them. The situation of women in each country is best measured by comparison with, and is not independent of, that of men in the same country.
- b) **identification of positive values, and rising values as the situation of women improves:** an effort was made, when formulating the indicators, to make it easy to relate positive numeric values with positive situations. For example, the degree of literacy is measured (positive if greater) rather than its complement, the degree of illiteracy.
- c) **numeric identification of optimum situations:** we have sought to specify the values indicators would stand at in an ideal situation, stipulating their limits of variation, so that it is enough to know the value of an indicator to determine how close to or far from achieving a situation of equality between men and women a given country is.
- d) **comparability over time and between countries:** The best way of ensuring comparability is to use well-known and established indicators or standardized information sources that follow international conventions, such as censuses and surveys, vital statistics and educational statistics, among others. This increases the likelihood of indicators being calculated in the same way over time and between countries.
- e) **annual or biannual measurements:** the implicit follow-up period for a given situation is at least annual, and for this reason it is recommended that surveys be used in preference to censuses, which leave excessively long periods without new information. Measurements that may represent temporary circumstances, like the unemployment rate, have been excluded as far as possible.

It is not claimed that the proposals include all possible gender indicators, or that they cover all issues with equal thoroughness. Their imbalances in this respect closely reflect the known availability of statistical information in the countries.

3. Presentational format

The way the proposals have been organized follows the chapters of the Platform for Action, each covering one of the 12 areas deemed in Beijing to be of critical concern. This structure reflects the need to break down the complexities of the situation in which women live into levels representing different aspects of it; it also reflects the political weight that attaches to this international instrument.

Each strategic area, identified by a single number, is expanded on by a selection of paragraphs, identified by two numbers,³ after each of which the indicators proposed for the objectives they express, which have three-number references, are stated and explained.

In addition to the indicators suggested in this proposal, there is a listing at the end of each chapter, where appropriate, of the statistics and indicators attached by the United Nations Division for the Advancement of Women (DAW) to its questionnaire to the countries on the critical areas of concern referred to in the Beijing Platform, by way of a framework to help national Governments evaluate and report on their application (resolution 52/231 of the General Assembly).⁴

The format for each indicator contains an explanation of the objective (when the relationship between the declared aim and the proposed indicators is not obvious), its name, a precise description of how calculation is carried out, possible sources and, when it is not self-evident, further clarification and comments on the meaning of what it measures and what values are desirable.

Given that, in a great many cases, the same social and gender determinants are common to several aspects of the situation of women, it was decided that, wherever relevant, certain indicators would be referred to in two or more subject areas.

The Summary attached to the end of the document contains, in the same order as in the text, a listing of the areas of concern for which indicators have been constructed, the selected paragraphs, the indicators proposed, descriptions of these and the recommended sources.

³ These paragraphs were taken verbatim from the Beijing Platform for Action.

⁴ Purely for reference purposes, this questionnaire provides an agreed list of data and indicator groups used by the United Nations to plan and check up on development activities, particularly for planning by countries.

II. PROPOSED INDICATORS

1 WOMEN AND POVERTY

Beijing Platform for Action: strategic objective A

Regional Programme of Action: area III

Summit of the Americas: strategic guideline IV

1.1

“The productive capacity of women should be increased through access to capital, resources, credit, land, technology, information, technical assistance and training”

Beijing Platform for Action: paragraphs 55 and 62 to 66

Regional Programme of Action: strategic action III.1.f

Summit of the Americas: strategic guideline IV, initiative 19

The indicators proposed are designed to measure the results of differences between women and men in access to capital, land and technological support for own-account workers. In chapter 6, «Women and the Economy», indicators dealing with access to credit and training for female wage earners are proposed.

1.1.1

INDICATOR OF GENDER GAP IN OWNERSHIP OF AGRICULTURAL LAND

Percentage of all farms in individual ownership that are owned by women.

Source: Agricultural censuses.

Agricultural censuses may have information on who the owners are, or may only record the identity of those who work the farms or are responsible for administering them. This indicator is calculated on the basis of land ownership, but if only producers are registered this information can be used instead; the category used and the date of the source should be stated.

A first level of equality is attained when women own 50% of farms, and a second level when they own 50% of farmland by area.

Recommended breakdown: calculate the same indicator by size of farms, dividing them in accordance with national standards into small, medium-sized and large.

Governments usually have technical assistance programmes for small farmers, and these are an important source of access to technology, and sometimes to credit. Among the most common are the agricultural extension programmes sponsored by official bodies. The gender composition of small farmers in receipt of assistance shows whether agricultural policies are gender-sensitive or not.

1.1.2

INDICATOR OF GAP IN THE COVERAGE OF TECHNICAL ASSISTANCE PROGRAMMES FOR SMALL FARMERS, BY SEX OF RECIPIENT

Female small-scale farmers that have received technical assistance from official bodies as a percentage of estimated total number of women in this situation, minus male small-scale farmers that have received technical assistance as a percentage of estimated total number of men in this situation.

Source: Official agricultural extension services and national estimates of numbers of small farmers by sex.

The difference should be zero to show that there is no gender bias in the way technological support policies are applied in agriculture. This indicator should be accompanied by the definition of «small farmer» that is applied in the country and that is used to estimate the denominators for the two percentages.

As an indicator of access to business ownership, for which information from property registers is generally not available, we propose an approximate indicator that measures the ratio between employers of the two sexes by size of business.

1.1.3

INDICATOR OF BUSINESS OWNERSHIP BY SEX, FOR DIFFERENT SIZES OF BUSINESS

Percentage of women employers in three sizes of business: less than 5, 5 to 9, and 10 plus employees.

Source: Employment surveys.

The most common situation is for women employers to be relatively more numerous in small businesses, in a context where women employers tend to be less numerous than male employers in general. Equality is achieved, therefore, when the participation of women is 50% for all three size strata, and the indicator approaches equality in each stratum when the overall proportion of women employers is at least matched. By way of reference, in Chile 24.8% of all employers are women. (National Socio-economic Surveys (CASEN), 1996).

One result that is looked for as an objective is an increase in the proportion of women running businesses and in their productive capacity as against that of men in the same position. For this, the «job creation» variable has been chosen as an indicator of the productive potential of women employers as a group by comparison with male employers as a group.

1.1.4

INDICATOR OF FEMALE EMPLOYERS' JOB CREATION CAPACITY BY COMPARISON WITH THAT OF MALE EMPLOYERS

Number of wage-earning employees in businesses run by women, divided by the number of wage-earning employees in businesses run by men, times 100.

Source: Employment surveys.

Calculation: Select all employers by sex, group them by business size, apply an employment average by size interval and calculate employment totals.

Equality is attained when the indicator stands at 100. A figure lower than 100 shows how far women are behind men in their productive capacity as measured by volume of employment.

It reveals differences between women and men in the number and size of businesses they own.

1.2

“Enable women to obtain affordable housing (...), with special emphasis on meeting the needs of women, especially those living in poverty and female heads of household”

Beijing Platform for Action: paragraph 58m

Regional Programme of Action: strategic objective III.4

Summit of the Americas: strategic guideline IV, initiative 20

One objective is for social housing programmes to provide women with access to home ownership on the same terms as men. This objective of gender equality in access to ownership extends to nuclear families with both partners present that live in poverty. Two indicators are proposed, one for legal equality and one for the results of policies.

1.2.1

INDICATOR OF EQUALITY OF ACCESS TO SOCIAL HOUSING PROGRAMMES

Description of the conditions set by social housing programmes for access on equal terms for both partners or for women without partners.

Source: Reports from ministries of housing or the like that administer, regulate or oversee social housing programmes, to ascertain what family circumstances confer the right of access to these, and whether there are legal or administrative obstacles to women gaining access to ownership on equal terms.

The indicator consists of a brief summary of legal and administrative obstacles that prevent women in general taking up ownership of housing. Equality in this area is achieved when the gender situation of women does not constitute an obstacle to their owning property.

Another objective is genuinely equal access to home ownership in the poorest sectors. To monitor this, the following result indicator is recommended.

1.2.2

INDICATOR OF GENDER GAP AMONG OWNER-OCCUPIERS IN POOR HOUSEHOLDS

- a) **percentage of women heads of household without partners who own the housing they occupy, minus the percentage of male heads of household without partners who own the housing they occupy, and**
- b) **percentage of female owner-occupiers minus percentage of male owner-occupiers in families where both partners are present. Both indicators for households below the poverty line (ECLAC methodology).**

Source: Population censuses and household surveys.

Equality is attained when the indicator approaches zero, and negative values indicate the extent to which women are disadvantaged in relation to men in the two types of household.

Indicator refers specifically to women heads of household without partners, indicator b) to the prospects of women with partners.

Households headed by women, most of whom have no partner, should not be over-represented as a proportion of all poor households below the poverty line (ECLAC methodology).

1.2.3

DIFFERENTIAL POVERTY INDICATOR BY SEX OF THE HEAD OF HOUSEHOLD

Number of poor and indigent households headed by men divided by the total number of households headed by men, minus the number of poor and indigent households headed by women divided by the total number of households headed by women.

Source: Employment surveys and ECLAC publications.

A number smaller than 1 means that poverty is relatively greater in households headed by women, while a situation of equality would produce the value 0.

This indicator can be broken down for urban or rural areas, and by types of household, such as «nuclear families» and «extended and composite families».

Girls and boys living in poor households have less opportunity to study because they are obliged to work very early on, either for money or at domestic tasks.

This creates an early gender gap between girls and boys, even if poverty is perpetuated for both. An indicator of how far this situation is avoided is the proportion of boys and girls that do nothing but study.

1.2.4

INDICATOR OF GENDER GAP IN THE ROLES OF YOUNG PEOPLE FROM POOR HOUSEHOLDS

- a) girls aged from 15 to 19 who do nothing but study, as a percentage of all girls of that age in the poorest quartile of households,**
- b) boys aged from 15 to 19 who do nothing but study, as a percentage of all boys of that age in the poorest quartile of households.⁵**

Source: Employment surveys and annual editions of the ECLAC Social Panorama of Latin America.

The aim would be for percentages close to 100% to be attained for both sexes. By way of reference, for a group of countries in Latin America the value for both sexes taken together is 80% in the richest quartile and 50% in the poorest. It is clear that a higher proportion of boys and girls aged from 15 to 19 continue studying in the richest quartile (ECLAC, 1998. This indicator can also be provided for the poorest quintile (poorest 20% of all households) if the calculation is not available by quartiles.

2 EDUCATION AND TRAINING OF WOMEN

Beijing Platform for Action: strategic objective B.1

Regional Programme of Action: strategic objective II.4

Summit of the Americas: strategic guideline I

2.1 “Increase enrolment and retention rates of girls”

Beijing Platform for Action: paragraph 80f

Regional Programme of Action: strategic objective II.4

Summit of the Americas: strategic guideline I, initiative 1

⁵ The quartile of poorest households is 25% of all households.

The objective is to measure the coverage of the educational system at the basic (primary) and intermediate (secondary) stages for each sex, and the evolution of differences between girls and boys. The optimum situation is where the entirety of the potential population (girls and boys of school age) remain in the system.

This involves two processes, as expressed in the declared aim. Firstly, children need to be enrolled, and secondly, once enrolled, they need to stay in the system. If household surveys are available, the most direct way of measuring the coverage of the educational system and the proportions of children remaining in it is to calculate the school attendance rate by age groups. These surveys show the proportions of children that are inside and outside the system, by age and sex, in a given year or at a given point in time.

2.1.1

INDICATOR OF SCHOOL ATTENDANCE RATE BY SEX AND AGE GROUP

- a) number of 6 to 13-year-old girls attending some educational establishment, divided by the total number of 6 to 13-year-old girls,**
- b) number of 6 to 13-year-old boys attending some educational establishment, divided by the total number of 6 to 13-year-old boys,**
- c) number of 14 to 17-year-old girls attending some educational establishment, divided by the total number of 14 to 17-year-old girls,**
- d) number of 14 to 17-year-old boys attending some educational establishment, divided by the total number of 14 to 17-year-old boys.**

Source: Population censuses and household surveys.

Four indicators are obtained: for boys and girls, and for two age groups that roughly correspond to the primary and secondary stages. All these rates ought to tend towards 100%.

2.1.2

INDICATOR OF GENDER DIFFERENCE IN SCHOOL ATTENDANCE

- a) school attendance rate of 6 to 13-year-old girls, minus school attendance rate of 6 to 13-year-old boys,**
- b) school attendance rate of 14 to 17-year-old girls, minus school attendance rate of 14 to 17-year-old boys.**

Source: Population censuses and household surveys.

Negative values indicate that girls are in a situation of disadvantage. Both indicators should tend to zero.

If these sources of information are not available, use can be made of educational statistics from the administrative records of the education system. These statistics work with the following definitions:

- *enrolment*: this is the total number enrolled in a school year in the education system.
- *gross coverage rate*: the registered enrolment figure compared with the school age population, either in total or for a specific stage of education. The net rate covers only enrolled children who are actually in the age band specified. The figure for the population is taken from demographic estimates and projections, and the figure for coverage will be influenced by the accuracy of these estimates, for which reason it is not advisable to break it down too much.
- *retention rate*: the ratio, for pupils commencing first grade in a given year, between the number staying on at school in each grade and the starting number, expressed as a percentage. Both figures are furnished by administrative records.

Alternatively, rather than being used to calculate indicator 2.1.1, these figures could be used to produce an INDICATOR OF THE GROSS RATE OF ENROLMENT COVERAGE BY SEX AND BY EDUCATIONAL STAGE: number of girls (boys) enrolled at the primary (secondary) stage, divided by the total number of girls (boys) of primary (secondary) school attendance age, times 100, and an INDICATOR OF THE RETENTION RATE IN THE SCHOOL SYSTEM BY SEX AND BY EDUCATIONAL STAGE: number of girls (boys) who do not discontinue (passed and failed) their primary (secondary) schooling, divided by the total number of girls (boys) enrolled in primary (secondary) education, times 100, and to calculate gender differentials for both, defined like indicator 2.1.2, INDICATOR OF GENDER DIFFERENTIAL IN ENROLMENT RATES: enrolment rate for girls at the primary (secondary) stage, minus enrolment rate for boys at the primary (secondary) stage; and INDICATOR OF GENDER DIFFERENTIAL IN RETENTION RATES BY EDUCATIONAL STAGE: retention rate for girls at the primary (secondary) stage, minus retention rate for boys at the primary (secondary) stage. For the purpose of comparing enrolment coverage rates at the first and second stages between countries, it would be desirable for common age bands to be agreed upon, although national regulations differ. In the case of Chile the age bands would be 6 to 13 for the first stage and 14 to 17 for the second.

Source: Statistics from educational records providing enrolment and drop-out figures for girls and boys by educational stage, collected by UNESCO. Population estimates and projections by sex and age bands.

2.2 “Eradicate illiteracy among women”

Beijing Platform for Action: strategic objective B.2, paragraph 81

Regional Programme of Action: strategic action II.4.e

Summit of the Americas: strategic guideline I, initiative 1

The objective is to measure the (positive) degree to which full literacy has been achieved for each sex, and the evolution of differences between the sexes.

For this, it is recommended that overall rates be calculated:

2.2.1

INDICATOR OF OVERALL LITERACY RATE BY SEX

Female literacy rate = literate females aged 15 and over, divided by the total number of women in the same age group, times 100.

Male literacy rate = literate males aged 15 and over, divided by the total number of men in the same age group, times 100.

Source: Population censuses and household surveys. UNESCO Statistical Yearbook.

The ideal level for this indicator is 100, for both women and men.

Differentiation by sex is measured by calculating:

2.2.2

INDICATOR OF GENDER DIFFERENTIAL IN THE OVERALL LITERACY RATE

Female literacy rate minus (-) male literacy rate = percentage points of difference.

Source: Population censuses and household surveys.

If the value is positive, the indicator is favourable to women; if negative, it measures the literacy gap affecting women.

Equality is achieved when the value is 0.

These indicators do not vary much from year to year, since the great bulk of the population of that age does not change its literacy status. If there are major changes, they may be due to:

- large-scale literacy campaign,
- a population that is very young from the demographic point of view, and progress in education: those reaching the age of 15 have a higher degree of literacy or are much more numerous than those who die, the latter being generally older and less literate.

Consequently, it is recommended that literacy rates also be calculated for a younger age group, for example 15 to 24, as the rate for this group expresses the result of having or not having had access to the education system in the last decade. The same indicators would be calculated, but only for these age groups.

2.2.3

INDICATOR: LITERACY RATE OF YOUNG PEOPLE, BY SEX

Literacy rate of 15 to 24-year-old females = literate females aged from 15 to 24 divided by the total number of females in this age group, times 100.

Literacy rate of 15 to 24-year-old males = literate males aged from 15 to 24 divided by the total number of males in this age group, times 100.

Source: Population censuses and household surveys. UNESCO Statistical Yearbook.

The ideal level for this indicator is 100, for both women and men.

To monitor whether differences by sex are less pronounced among young people:

2.2.4

INDICATOR OF GENDER DIFFERENTIAL IN THE LITERACY RATES OF YOUNG PEOPLE

Literacy rate among 15 to 24-year-old females minus literacy rate among 15 to 24-year-old males = percentage points of difference.

Source: Population censuses and household surveys. UNESCO Statistical Yearbook.

As in the case of the overall indicator, if the value is positive then the indicator is favourable to women; if negative, it measures the literacy gap affecting women. Gender equality has been achieved when the value is 0.

Finally, the two gender gap indicators can be compared: the indicator for young people with the one for the average. To denote an improvement in the situation of women, the former should be closer to 0, or to positive values.

To monitor the situation of specific groups, it is recommended that these indicators, as they have been proposed, be broken down by urban or rural area of residence and by the ethnic origin of the population.

Source: Population censuses and household surveys. UNESCO Statistical Yearbook.

2.3 “Improve women’s access to vocational training, science and technology, and continuing education”, with special emphasis on the need to “eliminate gender disparities in access to all areas of tertiary education...ensuring that women have equal access to career development, training, scholarships and fellowships”

Beijing Platform for Action: strategic objective B.1, paragraph 80c and strategic objective B.3

Regional Programme of Action: strategic actions II.4.f and II.4.g

Summit of the Americas: strategic guideline I, initiative 1

The objective is to achieve equality between women and men in the level of enrolment in tertiary education and in the distribution of course types.

2.3.1

INDICATOR OF GENDER DIFFERENTIAL IN TERTIARY ENROLMENT

Female enrolment divided by male enrolment in the whole of tertiary education, times 100.

Source: Statistics from educational records. Can also be found in some population censuses.

Tertiary education: as per the standard classification of education. Includes all types of education for which completion of the secondary stage is an entrance requirement: technical education of various kinds, university education, university postgraduate education.

Values below 100 show the extent to which women are disadvantaged relative to men (assuming that the numbers of young people of the two sexes in the population are equal). Equal access opportunities would be represented by the value 100.

The second part refers to the distribution of women and men by course type, an issue that it would be advisable to discuss in the light of the different national situations. Course availability may differ greatly between countries, and the proportion of professionals who receive their training outside the country may be very significant in some cases, as may the levels to which enrolment statistics are broken down by course or by area of knowledge. It would be excessive to insist on equality in each and every course, and it seems better to adopt a more general objective covering wide areas of knowledge for which enrolment rates are very unequal between the sexes.

Considering the abundant literature that exists on measurements and indicators of segregation, and the differences between national situations—differences in the range of courses on offer, in the extent to which women enter tertiary education, in the number and type of courses that are «female» or «male», and in the rate at which enrolment in this stage of education is expanding, and at which its structure is changing—the indicator proposed is a very simple one, inspired by the considerations put forward by the International Labour Organization (ILO) (see reference regarding measurement of sexual segregation at work), which will move in a positive direction only when there are increases in the proportion of women across the generality of «male courses or areas», *defined in each country in a way that is specific to the country concerned*, on the basis of general criteria.

The indicator relating to women may rise either because there has been greater growth in female enrolment than in male enrolment, or because the preferences of women have changed.

2.3.2

INDICATOR OF ACCESS TO TERTIARY EDUCATION BY STUDY AREA AND SEX

**Women enrolled in «male» courses as a percentage of total enrolment in these courses.
Men enrolled in «female» courses as a percentage of total enrolment in these courses.**

Source: Statistics from higher education records.

The goal of equality would be achieved when each of these percentages matched the percentage of women (men) enrolled in the entirety of the tertiary education system: number of women (men) enrolled in tertiary education, divided by the combined total of both sexes enrolled, times 100.

For this indicator to be constructed, a set of «female» courses (where the number of women enrolled as a proportion of total enrolment for the course is substantially higher than the level of the same indicator for the tertiary education system as a whole) and a set of «male» courses that meet a matching requirement need to be identified for a fairly recent base year in each country.

This indicator was chosen in preference to more elaborate formulas because it is simple and can be compared consistently over time and between countries.

Given this goal, for women to attain equal access to «male» courses from which they are excluded, there also needs to be a partial shift of interest towards «female» courses on the part of men.

2.3.3

INDICATOR OF ACCESS TO SCHOLARSHIPS AND FELLOWSHIPS

Number of scholarships and fellowships awarded to women, divided by total number of women enrolled in tertiary education, times 1000.

Number of scholarships and fellowships awarded to men, divided by total number of men enrolled in tertiary education, times 1000.

Source: Statistics from educational records and national budget.

The objective is to attain equality between men and women in terms of the relative amounts of scholarships and fellowships awarded for tertiary studies, equality being achieved when the two indicators are equal.

2.4 “Develop curricula, textbooks and teaching aids free of gender-based stereotypes for all levels of education (...) and training programmes and materials for teachers and educators that raise awareness of their own role in the educational process”

Beijing Platform for Action: strategic objective B.4, paragraphs 83a and 83c

Regional Programme of Action: strategic actions II.4.d and II.4.h

Summit of the Americas: strategic guideline I, initiative 1

This paragraph refers to the implementation of strategic actions that will have an effect on quality and gender awareness in teaching. In this case, what is proposed for measurement is not the final objective, but rather the extent to which the recommended actions have been carried out. The indicator is designed to follow up actions, not to measure their results or impact.

For this reason, it is proposed that information be obtained on what progress has been made in educational reform that introduces the gender aspect, without specifying quantitative targets.

2.4.1

INDICATOR OF MEASURES IMPLEMENTED TO ELIMINATE SEXUAL STEREOTYPES IN THE EDUCATIONAL PROCESS

List of concrete measures that have actually been implemented to modify study plans, school texts, teaching material, training and teacher preparation.

Source: Ministries of education, in response to the question as to what measures have been implemented to eliminate gender stereotypes in the above-mentioned components of the educational process.

To compare the extent of progress between countries and over time, it is suggested that consideration be given to the «breadth» of the list (whether it covers the areas of study plans, texts and training, or only one or other of these) and the «intensity» of the measures (whether they are «pilot» schemes or are limited in scope, or whether their application is general, official or prescriptive and compulsory in nature).

2.5 “Incorporate the issues of (...) sexual and reproductive health and gender equity into programmes of study”

Beijing Platform for Action: paragraphs 74, 83k and 83l
 Regional Programme of Action: strategic action II.4.1⁶ and II.5.c

Ascertain whether curricula or official obligatory minimum educational requirements include the subject of sex education.

2.5.1

INDICATOR OF THE INCLUSION OF SEX EDUCATION IN THE EDUCATIONAL PROCESS

State whether sex education is included in official curricula, at what stage of the education system it is taught, and for how many school days.

Source: Ministries of education or the like, in response to the question regarding inclusion of sex education in official curricula.

To compare answers over time and between countries, and to assess progress made in terms of action, the total number of school days that it is compulsory to spend on sex education could be treated as an indicator of «quality».

⁶ The delegations of Argentina, Ecuador, El Salvador, Peru and the Dominican Republic entered reservations on this strategic action.

DATA SUGGESTED BY THE DIVISION FOR THE ADVANCEMENT OF WOMEN
(DAW) IN RELATION TO THIS AREA⁷

EDUCATION, GENDER EQUALITY IN EDUCATION

- LITERACY RATE AMONG 15 TO 24-YEAR-OLDS
Indicator 2.2.3
- PROPORTION OF WOMEN AND MEN WHO CAN READ AND WRITE
Indicator 2.2.1
- NET ENROLMENT RATE IN PRIMARY EDUCATION
Described in the text as an alternative indicator to 2.1.2.
It is the number of 6 to 13-year-old girls (boys) enrolled in primary education, divided by the total population of girls (boys) in that age band, times 100.
This age band is given by way of example, and the band actually used should be the one covered by the primary education stage in each country.
Source: Statistics from educational records by stage of education, compiled by UNESCO. Population estimates and projections by sex and age bands.
- NET ENROLMENT RATE IN SECONDARY EDUCATION
As above, applied to secondary education.
- PERCENTAGE OF PUPILS REACHING THE FIFTH GRADE OR COMPLETING THE FOURTH GRADE
Number of girls (boys) completing the fourth grade of the primary stage as a proportion of the number of girls (boys) enrolling in the first primary grade four years previously.
Source: Statistics from educational records by stage of education.
- PERCENTAGE OF FULL SCHOOL YEARS
- PERCENTAGE OF GIRLS IN PRIMARY AND SECONDARY SCHOOLING
Number of girls attending primary (secondary) school divided by the total number of boys and girls attending primary (secondary) school, times 100.
Source: Statistics from educational records by stage of education.

⁷ See United Nations, Division for the Advancement of Women (1998).

3 WOMEN AND HEALTH

Beijing Platform for Action: strategic objective C

Regional Programme of Action: strategic objective II.5

Summit of the Americas: strategic guideline IV

3.1 “Prevent and deal with teenage pregnancy, especially in early adolescence, in a context of integral health care”

Beijing Platform for Action: paragraph 93

Regional Programme of Action: strategic action II.5.c

Summit of the Americas: strategic guideline IV, initiative 22

An initial indicator of reproductive health conditions has been taken from “Guidance Note on Reproductive Health Programme Performance Indicators» (Diallo and others, 1996).

3.1.1

INDICATOR OF THE EXISTENCE OF A NATIONAL FUNCTIONAL COMMITTEE OR NORMS AND STANDARDS FOR REPRODUCTIVE HEALTH, INCLUDING FAMILY PLANNING AND SEXUAL HEALTH

The indicator is positive (yes) if there are norms, standards and procedures set out in written documents, or if there is a committee working and following up on the recommended actions, or both.

Source: Committee meeting reports and procedural manuals or norms and standards.

The value can be *yes* or *no*.

Since the objective being pursued is that of lowering the number of births to mothers under 20, the end result of measures to prevent teenage pregnancy should be reflected in a lower birth rate among young mothers.

3.1.2

INDICATOR OF FERTILITY AMONG TEENAGE WOMEN

Number of births to mothers aged under 20, divided by the total number of women aged 14 to 19, times 1000.

Source: Vital statistics, birth records.

The indicator proposed is the birth rate per thousand women aged 14 to 19, which can be compared between countries and over time. The desirable value tends to zero.

When possible, it is recommended that the rate be split into two components: births to single mothers, and all other births.

3.2

“Undertake gender-sensitive initiatives that address sexually transmitted diseases (and) HIV/AIDS”

Beijing Platform for Action: strategic objective C.3
Regional Programme of Action: strategic action II.5.e⁸

In this case, the idea is to draw attention to the differences between women and men as regards the risks of contracting diseases of this type, and in the prevention and treatment measures taken. The result looked for would be for prevention to succeed in controlling the rate of increase in the number of those infected, and it is proposed that this rate, and its evolution by sex, be monitored.

3.2.1

INDICATOR OF THE RATE OF CHANGE IN THE NUMBERS REGISTERED AS BEING INFECTED WITH HIV/AIDS, BY SEX

a) number of women registered as being infected with AIDS in the latest year, divided by the previous year's number, times 100, and

⁸ The delegations of Argentina, Ecuador, El Salvador, Peru and the Dominican Republic entered reservations on this strategic action.

b) number of men registered as being infected with AIDS in the latest year, divided by the previous year's number, times 100.

Source: Statistics from health records, programmes or commissions specializing in the control of AIDS.

The epidemic would be coming under control when both changes were downward. If the rate of increase in the numbers infected were higher for women than for men, this would indicate a failure to focus prevention measures on women. This indicator can be broken down by type of contagion.

3.3 Listing of health issues that are “of growing concern to women”: “mental disorders related to marginalization (...) and poverty, (...) overwork and stress and the growing incidence of domestic violence, (...) substance abuse, (...) occupational health issues, (...) cancers of the reproductive system, as well as infertility”

Beijing Platform for Action: paragraph 100

Regional Programme of Action: strategic action II.5.e⁹

The indicators of this chapter, which measure the incidence rates of a number of risks, have a negative connotation: the higher they are, the worse the situation is. When it comes to calculating the gap between women and men, on the other hand, they are structured in such a way that a negative value means women are in a worse situation than men.

3.3.1

INDICATOR OF WORKPLACE ACCIDENT RATES BY SEX

a) number of women who have suffered and reported accidents at work, divided by the total number of women covered against this risk, and

b) number of men who have suffered and reported accidents at work, divided by the total number of men covered against this risk.

Source: Occupational accident insurance statistics.

⁹ Ibidem.

This indicator refers to paid work; it does not cover domestic work in a person's own home, and it is limited to those sectors of the labour market, generally wage-paying, that are covered by occupational accident insurance, coverage of which differs between countries and over time. Its values should tend to decline and the gap between the two sexes, which is generally unfavourable to men, to disappear. It would be worth investigating what circumstances give rise to changes, to distinguish when these can be attributed to the policy conditions of the insurance taken out.

3.3.2

INDICATOR OF COVERAGE OF CERVICAL CANCER SCREENING

Number of examinations carried out annually by health systems, divided by the number of women aged 15 and over, times 100.

Source: Statistics from health records.

The coverage revealed by this indicator should be universal, with a margin for women receiving private care.

The following indicators have been taken from Guidance Note... (Diallo and others, 1996).

3.3.3

INDICATOR OF THE PREVALENCE OF CERVICAL CANCER AMONG WOMEN

Number of women aged 35 and over diagnosed as having cervical cancer for every 1000 women aged 35 and over.

Source: Statistics from health records, household health surveys.

3.3.4

INDICATOR OF THE PREVALENCE OF BREAST CANCER AMONG WOMEN

Number of women aged 35 and over diagnosed as having breast cancer for every 1000 women aged 35 and over.

Source: Statistics from health records, household health surveys.

If health statistics do not include records of cancer diagnoses, construct these indicators on the basis of death rates from cervical and breast cancer, for the same age group.

3.4 “Meet the health needs of girls and women of all ages” (bearing in mind that the) “health concerns (of older women) require particular attention”

Beijing Platform for Action: paragraphs 106a and 101
 Regional Programme of Action: strategic action II.5.e¹⁰
 Summit of the Americas: strategic guideline IV, initiatives 22 and 25

In many countries there are special programmes to care for malnourished infants.

3.4.1

INDICATOR OF THE PREVALENCE OF MALNUTRITION AMONG BOYS AND GIRLS AGED 36 MONTHS AND UNDER

- a) **number of malnourished boys aged 36 months and under, divided by the total number of boys of that age, times 10000,**
- b) **number of malnourished girls aged 36 months and under, divided by the total number of girls of that age, times 10000.**

Source: Statistics from health records, special programmes to combat infant malnutrition.

For this indicator it is necessary to specify what degree of malnutrition is being considered, in the light of the statistics available nationally. It is recommended that all countries opt to consider «malnourished» all children who suffer from some degree of malnutrition, including less severe degrees of this.

¹⁰ Ibidem.

3.4.2

INDICATOR OF THE DEMOGRAPHIC GENDER GAP AMONG THE ELDERLY

Number of women aged 70 and over, divided by the number of men in the same age band.

Source: Population censuses, demographic projections.

In most countries this indicator will give a value higher than 1, which indicates that women outnumber men in the 70 plus age group. A lessening of this value may indicate an improvement in the life expectancy of men, or a worsening in that of women.

3.4.3

INDICATOR OF SPECIAL HEALTH CARE FOR ELDERLY WOMEN

Existence of health programmes designed especially to meet the needs of elderly women.

Source: Ministries of health, responding to the question as to whether programmes exist and giving a brief description of them.

The indicator will show whether there is particular concern about this age group. The greater the number of programmes covering different aspects of health (for example, mental health), or the more comprehensive those that do exist are, the better the indicator will be; this could be illustrated by constructing a scale showing all the replies (of the countries over time).

DATA SUGGESTED BY DAW¹¹ IN RELATION TO THIS AREA

REPRODUCTIVE HEALTH, HEALTH, MORTALITY, POPULATION AND FERTILITY

- **RATE OF CONTRACEPTIVE USE**
Number of adult women (generally between 15 and 49 years old) using some type of contraceptive, divided by the total number of women in this age group, times 100.
Source: Fertility surveys.
- **PERCENTAGE OF BIRTHS ATTENDED BY SUITABLY QUALIFIED HEALTH WORKERS**
Number of births attended in health services divided by total births recorded in vital statistics, times 100.
Source: Statistics from health system records and vital statistics.
- **PROPORTION OF CASES OF HUMAN IMMUNODEFICIENCY VIRUS (HIV) AMONG ADULTS**
Cumulative total of recorded HIV cases, by sex and from a given age limit upwards (for example, 15), divided by the total population of this sex and age band, times 100.
Source: Health services and demographic projections by sex and age.
- **PROPORTION OF HIV CASES AMONG PREGNANT WOMEN AGED FROM 15 TO 24**
Number of HIV cases among pregnant women aged from 15 to 24 recorded in a given period (for example, the year), divided by the total number of pregnant women attended to in the same period, times 100.
Source: Health services.
- **POPULATION WITH ACCESS TO HEALTH SERVICES, BY SEX**
Source: Household surveys, specific health surveys, statistics from records on health system contributors and beneficiaries, population projections.
- **LIFE EXPECTANCY AT BIRTH, BY SEX**
This is defined as the average number of years that a newborn child would live for if all the years of life of the cohort to which that child belonged were divided equally between its members. It is generally calculated by national offices of statistics.
Source: Demographic statistics.

¹¹ Ibidem.

- **INFANT MORTALITY RATE**
Number of deaths among infants aged under 12 months out of every 1000 live births. This is generally calculated by national offices of statistics.
Source: Demographic statistics.
- **MORTALITY RATE AMONG UNDER-FIVES**
Number of deaths among under-fives per thousand under-fives. This is generally calculated by national offices of statistics.
Source: Demographic statistics.
- **RATE OF MORTALITY DERIVING FROM MATERNITY**
Number of deaths among mothers for every 1000 live births, resulting from complications during pregnancy, delivery or puerperium. This is generally calculated by national offices of statistics.
Source: Demographic statistics.
- **POPULATION SIZE**
Population of all ages, by sex.
Source: Population censuses and demographic projections for the periods between censuses.
- **POPULATION AGED 0 TO 4, 5 TO 14, 15 TO 49 AND OVER 50, BY SEX**
Source: Population censuses and demographic projections for the periods between censuses.
- **POPULATION BY URBAN/RURAL DISTRIBUTION**
Source: Population censuses and demographic projections for the periods between censuses.
- **RATE OF GROWTH IN THE POPULATION AGED 15 TO 24, BY SEX**
Source: Demographic projections.
- **OVERALL FERTILITY RATE**
This is defined as the average number of children that would be born by the end of child-bearing age to each woman in a hypothetical cohort who, during the reproductive stage (age 15 to 49), had the same fertility rate by age as the population being studied, and was not subject to mortality from the time of birth until the end of child-bearing age.
This is generally calculated by national offices of statistics.
Source: Demographic statistics.
- **FERTILITY RATE AMONG WOMEN AGED 15 TO 19**
Indicator 3.1.2

4 VIOLENCE AGAINST WOMEN

Beijing Platform for Action: strategic objective D

Regional Programme of Action: strategic objectives V.2 and V.3

Summit of the Americas: strategic guidelines II and IV

4.1 “Collect data and compile statistics (...) relating to the prevalence of different forms of violence against women (...) and disseminate (the) results widely”

Beijing Platform for Action: paragraphs 129a and b

Regional Programme of Action: strategic action V.1.s

The objective of this action is to ascertain and monitor the degree to which violence is committed against women, with the idea of forestalling it and acting on its consequences.

4.1.1

INDICATOR OF SEXUAL VIOLENCE AGAINST INDIVIDUALS

a) number of women and girls subjected to sexual violence (rape and indecent abuse) that have lodged complaints during the calendar year, divided by the total number of females of all ages, times 100000.

b) number of men and boys subjected to sexual violence (rape and indecent abuse) that have lodged complaints during the calendar year, divided by the total number of males of all ages, times 100000.

Source: Central offices of statistics or bodies that produce police, judicial and forensic medical statistics.

A falling value for the indicator denotes an improvement.

Statistics are usually available on the number of assailants convicted of sexual violence (by the sex of assailants). The indicator proposed, which refers to victims who have reported the offences against them, by sex, will show whether there is any interest in keeping records of the frequency and characteristics of these assaults, and not only of those that are actually punished. From this point of view, the fact of such information being available is seen as progress.

4.1.2

INDICATOR OF THE EXTENT TO WHICH STATISTICS EXIST ON DOMESTIC VIOLENCE

State whether information on victims of domestic violence is recorded and published separately and by sex in police and judicial statistics on assaults and in those referring to injuries (official forensic medical services).

Source: Central offices of statistics or bodies producing police, judicial and forensic medical statistics.

The more data are recorded, published and publicized by sex, the better the indicator will be.

4.1.3

INDICATOR OF DEATHS AND NON-FATAL INJURIES DUE TO DOMESTIC VIOLENCE

- a) number of women and girls sustaining non-fatal injuries due to domestic violence, divided by the total number of females of all ages, times 100000, and**
- b) number of women and girls dying as a result of domestic violence, divided by the number of women and girls dying as a result of homicide, times 100.**

Source: National forensic medical services and the like.

4.2

“Training of all officials in humanitarian and human rights law (...), (including) judicial, legal, medical, social, educational and police and immigration personnel”

Beijing Platform for Action: paragraphs 121 and 124n

Regional Programme of Action: strategic action V.1.j

Summit of the Americas: strategic guideline II, initiative 2

4.2.1

INDICATOR OF ANNUAL COVERAGE OF ACTIVITIES TO PROVIDE TRAINING IN HUMAN RIGHTS AND HUMANITARIAN LAW TO STATE OFFICIALS

a) number of female public officials trained annually in these subjects, divided by the total number of female public officials, times 100, and

b) number of male public officials trained annually in these subjects, divided by the total number of male public officials, times 100.

Source: Request information from offices in charge of gender affairs.

The greater annual coverage is, the better the indicator will be, and the fewer disparities there are by sex, whether in favour of men or women, the better the quality of the indicator will be.

4.3

“Enact and/or reinforce penal, civil, labour and administrative sanctions in domestic legislation to punish and redress the wrongs done to women and girls who are subjected to any form of violence”

Beijing Platform for Action: paragraph 124c

Regional Programme of Action: strategic objective V.1

Summit of the Americas: strategic guidelines II, initiative 2, and IV, initiative 22

4.3.1

INDICATOR OF LEGAL SANCTIONS FOR VIOLENCE AGAINST WOMEN

List of laws prescribing specific legal action against domestic violence, sexual harassment, rape, the sex trade.

Source: Request information from offices in charge of gender affairs.

The greater the coverage of specific legislation dealing with and penalizing the different types of violence against women referred to above, the better the indicator will be.

4.4 “Allocate adequate resources within the Government budget and mobilize community resources for activities related to the elimination of violence against women”

Beijing Platform for Action: paragraph 124p

Regional Programme of Action: strategic action V.1.n

Summit of the Americas: strategic guideline IV, initiative 22

4.4.1

INDICATOR OF SPENDING PER WOMAN ON THE PREVENTION OF VIOLENCE

Domestic funding for activities to prevent and punish violence against women and attend to its victims, divided by the number of females of all ages, and expressed in dollars.

Source: Compilation of responses from offices of women’s affairs and other bodies.

It is suggested that information be sought on the existence of and budgets allocated to:

- women’s police posts
- training of officials
- victim assistance programmes
- advertising campaigns

Total up the funding for all of these and calculate spending per woman (of all ages), converting this into dollars. The higher the annual spending per woman, the greater the attention evidently given to the subject of violence against women.

DATA SUGGESTED BY DAW IN RELATION TO THIS AREA¹²

PERSONAL SECURITY AND SOCIAL JUSTICE

- NUMBER OF VICTIMS OF VIOLENCE FOR EVERY 1000 PEOPLE, BY SEX
Number of women who have suffered violence during the year, divided by the total number of women. If the information is available, this can be calculated by age band.
Number of men who have suffered violence during the year, divided by the total number of men. If the information is available, this can be calculated by age band.
However, it is necessary to specify what types of violence are included. If coverage is limited to reported violence, police and judicial statistics may be enough.
- NUMBER OF PRISONERS FOR EVERY 100000 PEOPLE, BY SEX
Number of women in prison divided by the total number of women, times 100000.
Number of men in prison divided by the total number of men, times 100000.
This information should be broken down by the age groups that national legislation uses for different prison or preventive detention regimes.
Source: Police and judicial statistics and population projections.

¹² Ibidem.

5 WOMEN AND ARMED CONFLICT

Beijing Platform for Action: strategic objective E

Regional Programme of Action: strategic objective V.1

5.1 “Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women”

Beijing Platform for Action: strategic objective E.5

Regional Programme of Action: strategic action V.1.n

5.1.1

INDICATOR OF SPECIFIC ASSISTANCE TO REFUGEE WOMEN

Enumeration of programmes currently in operation that are designed specifically to provide protection, assistance and training to refugee women, by type of organization responsible.

Source: Offices for women’s affairs, ministries of the interior and international bodies such as the International Organization for Migration.

The greater the breadth of areas dealt with by existing programmes, the better the indicator, so it is useful to list them by type: protection, assistance, training.

6 WOMEN AND THE ECONOMY

Beijing Platform for Action: strategic objective F

Regional Programme of Action: strategic objective II.3

Summit of the Americas: strategic guidelines III and IV

6.1 “Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value (...), eliminate occupational segregation (...) (and) discriminatory practices, including those used by employers on the basis of women’s reproductive roles and functions”

Beijing Platform for Action: paragraphs 165a, 178g and 178d

Regional Programme of Action: strategic objective II.3 – strategic actions II.3.a/b/e/g

Summit of the Americas: strategic guideline III, initiative 12

6.1.1

INDICATOR OF LEGAL MEASURES

Enumeration of laws sent to parliament, and of laws enacted by year of enactment, on equal pay and against labour discrimination for reasons of sex.

Source: Ministries of labour or the like and offices of women’s affairs.

This is a «process-context» indicator in that it is cumulative, as the effects of laws are, their function being to lay the groundwork for improvements in the discrimination situation in the labour market.

Indicators can also be constructed for the results it is hoped these laws will help to achieve: «equality of pay between men and women for equal work or work of equal value, and the elimination of occupational segregation and of all discriminatory practices».

If it is accepted that the aim is only to achieve equality for women who succeed in entering the labour market, in relation to men in that market (leaving aside unpaid work that men and women do or do not carry out), the indicator of wage differences is sufficient. It reflects not only direct wage discrimination

(lower pay for work of equal value) but occupational segregation, segregation by levels of seniority, the undervaluing of «women's work», and discrimination through working hours or through temporary jobs that ultimately leave women with the burden of childcare.

6.1.2

INDICATOR OF GENDER WAGE DIFFERENCES

Average remuneration per female wage earner, divided by average remuneration per male wage earner, times 100.

Source: Population censuses or household surveys.

This only covers the income of wage earners, in the public and private sectors. This income may be monthly or yearly, depending on the source. It is sometimes limited to those living in urban areas.

The value 100 denotes equality between women who are active in the labour market (generally fewer in number than men), and men. For this to be achieved, there would have to be no discrimination by sex, no differences in the amount of domestic work done (equality of part-time and temporary hours) and no segregation by sex («men's work» and «women's work» disappear), and women and men would have to be equally well positioned in workplace hierarchies.

This indicator can be modified in two ways, to bring certain situations more clearly to light.

Correction for hours worked: calculate it by measuring the hourly wage. Greater statistical difficulties arise, as a further piece of information is needed: the working day. This correction eliminates the effect that the other roles of women, be they real or stereotyped, have on the way their participation in the labour market differs from that of men.

Correction for educational level: calculate it with a breakdown for different levels of education. Make the comparison between what are supposed to be «peers» to eliminate the distortion caused by women wage earners as a whole having a higher or lower level of education than male wage earners as a whole.

“**Elimination of occupational segregation**”: Numerous segregation measures exist, giving rise to a number of problems as we seek to sum up several simultaneous processes in one indicator: changes in the proportion of one sex to the other in each occupation, changes in the employment structure caused by changes in the dynamics of employment, and growth across the board; furthermore, indicators are required to be comparable between countries and over time, and their values to denote a similar state of workforce segregation by sex.

Our proposal seeks to measure changes only in the occupations at the extremes – the most feminized and the most masculinized, as per the classification used in each country – and to monitor the participation of the minority sex in each of them.

6.1.3

INDICATOR OF ACCESS TO OCCUPATIONS DOMINATED BY THE OPPOSITE SEX

- a) women in «male» occupations as percentage of total working in them, and**
- b) men in «female» occupations as percentage of total working in them.**

Source: Population censuses and household surveys.

The goal of equality is achieved when each indicator matches the percentage of women (men) in the whole workforce. For example, if women were 40% of the whole workforce, the goal would be achieved when the indicator for them stood at 40%.

An index of variation can be calculated for these percentages, comparison being with the same percentages calculated for the base year.

Definition of male and female occupations: rank occupations by the percentage of women in each, for a base year (this could be the latest census year), and select the ones at either extreme, making sure however that these account for a substantial portion of the workforce.

6.2 “Promote and support women’s self-employment (...) on appropriate terms equal to those of men (...) (and) review, reformulate, if necessary, and implement policies (...) to ensure that they do not discriminate against micro, small and medium-scale enterprises owned by women in rural and urban areas”

Beijing Platform for Action: paragraphs 166a and h

Regional Programme of Action: strategic actions II.3.j and III.1.e

Summit of the Americas: strategic guideline IV, initiative 19

The objective is to improve working conditions for women own-account workers and women who operate enterprises in the unstructured sector.

In the *Social Panorama of Latin America*, 1997 (ECLAC, 1998a) the unstructured sector is identified with low productivity. In this document, ECLAC defines urban employment in low-productivity sectors of the labour market as *those working in establishments employing up to 5 persons (employers and wage earners), domestic employment, non-professional non-technical own-account and unpaid family workers employed in all sectors, including agriculture*.

The ability of this sector to generate good incomes and working conditions is therefore limited, and this affects the people who work in it. In this context, it is important to have indicators of the efforts being made by Governments to improve these conditions, in particular figures on budget allocations to benefit these sectors, and more specifically on allocations targeted at women. The following indicator is proposed for this purpose:

6.2.1

INDICATOR OF STATE BUDGET ALLOCATIONS INTENDED TO BENEFIT WOMEN IN THE UNSTRUCTURED SECTOR

Budget allocations for the benefit of women in the sector divided by the number of women in the sector, as a percentage of budget allocations for the benefit of the unstructured sector in general divided by total employment in this sector.

Source: National budget and household surveys. Ministries or offices in charge of women’s affairs, ministries of finance.

The indicator compares the amount budgeted per woman in the unstructured sector with the amount budgeted per person in that sector. If this value is less than 1, it means women are being allocated less than the average, which would suggest that any specific efforts being made to assist women are inadequate. The aim is for the value to be greater than one, as this would denote positive discrimination in favour of the women working in this sector.

It would be useful to have a context indicator to show the participation of each sex in the unstructured sector, i.e. to show whether relative employment levels in low-productivity work differ between women and men, and to what extent.

6.2.2

INDICATOR OF GENDER DIFFERENTIATION WITHIN THE UNSTRUCTURED SECTOR

Percentage point difference between the percentage of all working women who work in low-productivity sectors and the percentage of all working men who work in low-productivity sectors.

Source: Household surveys.

The situation differs greatly between countries: according to measurements taken around 1995, the proportion of the urban population working in low-productivity sectors in Latin America ranges from 34.4% (Chile) to 65.2% (Bolivia), these figures being provided by ECLAC (ECLAC, 1998a).

The overall goal would be a reduction in the proportion of people employed in low-productivity sectors taken as a whole, while the gender goal would be for the proportion of women working in these sectors to be no higher than the proportion of men. For this to happen, the indicator of gender differentiation would need to tend towards zero, when it starts out from positive values.

Another indicator of discrimination affecting women in the unstructured sector is obtained by comparing female earnings with male earnings. We have taken the ECLAC indicator (ECLAC, 1998c) of gender inequality in earnings received by own-account workers, and modified the unit of measurement to make this indicator more comparable between countries.

6.2.3

INDICATOR OF GENDER INEQUALITY IN EARNINGS RECEIVED BY OWN-ACCOUNT WORKERS

- a) **difference between the percentage of men earning 50% of the average remuneration or less and the percentage of women in this situation, and**
- b) **difference between the percentage of women earning twice the average remuneration or more and the percentage of men in this situation.**

Source: Household surveys.

What is needed for this double indicator to be constructed is a calculation for each country and each year of the average remuneration received by own-account workers of the two sexes, and a continuous distribution (or distribution into small bands) of own-account workers' incomes, separated by sex.

Ideally, the differences should be zero. Negative differences show that women are disadvantaged, positive ones show the opposite.

For indicators on the working conditions of female own-account workers, it is suggested that the coverage of social security and health insurance be measured.

6.2.4

INDICATOR OF COVERAGE FOR RISKS OF OWN-ACCOUNT WORKERS

- a) **proportion of all female own-account workers that have social security or health coverage, or both, and**
- b) **proportion of all male own-account workers that have social security or health coverage, or both.**

Source: Household surveys.

Where these workers are concerned, conditions within their countries of residence will determine whether or not they can be covered for these risks. If coverage is voluntary, there will generally be a gender bias whereby women do not enrol in the system directly but are beneficiaries via their husbands or fathers.

In the case of small enterprises, one of the disadvantages that it is possible to measure is access to credit. Hitherto, banking systems have not kept statistics on loans granted by the sex of recipients or the size of enterprises. Development

credits granted by State banks or the like are one possibility. Indicators from sources of this type, if they were available, would be:

6.2.5

INDICATOR OF ACCESS TO CREDIT

- a) sum total of all credit granted to female owners of small enterprises as a percentage of all credit granted to owners of small enterprises of both sexes, and**
b) average amount of credit granted to female owners of small enterprises, divided by the average amount of credit granted to male owners of small enterprises.

Source: Lending institutions, specific surveys.

Indicator a) should eventually match the proportion of all owners of small enterprises who are women, and b) should reach the value 1, which would indicate that there were no differences between the loan amounts received by female and male owners of small enterprises.

Generally speaking, small enterprises are not covered by regular statistics on businesses. It is more common for some data to be obtained from household surveys, but data on credit are few and far between, and even where they do exist sampling error could reach very large proportions.

6.3

“Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas”

Beijing Platform for Action: paragraphs 166j and 173b

Regional Programme of Action: strategic action II.3.c

Summit of the Americas: strategic guidelines III, initiative 15, and IV, initiative 19

The objective is for women and men to receive training from their public and private-sector employers in equal proportions.

6.3.1

INDICATOR OF DIFFERENTIATED ACCESS TO TRAINING

Proportion of all female wage earners who are trained within companies, minus proportion of all male wage earners who are trained within companies.

Source: Household surveys, training surveys, surveys of companies. In Chile: National Socio-economic Surveys (CASEN).

As with all gender differentiation indicators, the aim is for there to be no difference by sex in the proportions trained, i.e. for the indicator to tend to the value zero.

One important objective in terms of reducing occupational segregation is for there to be changes in patterns of employment obtained through State or municipal placement services. The following indicator measures this situation.

6.3.2

INDICATOR OF CHANGE IN GENDER PATTERNS OF EMPLOYMENT THROUGH PLACEMENT SERVICES

- a) **proportion of all women finding employment who have taken up work in «male occupations», and**
- b) **proportion of all men finding employment who have taken up work in «female occupations».**

Source: Official placement services, statistics from employers' associations.

«Male occupations» and «female occupations» were referred to when indicator 6.1.3 INDICATOR OF ACCESS TO OCCUPATIONS DOMINATED BY THE OPPOSITE SEX was proposed.

The indicator shows a favourable situation when its values are higher than those recorded for indicator 6.1.3.

6.4 “Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions”

Beijing Platform for Action: paragraph 178g
Regional Programme of Action: strategic objective II.3

Measures taken for this purpose can be highly varied, and what is proposed is an indicator to follow up progress in achieving the results looked for, whether this is a consequence of particular measures (if there have been any) or of other factors, or both.

The objective is to progress towards a higher concentration of women in senior management positions and highly skilled jobs, measured statistically.

6.4.1

INDICATOR OF FEMALE PARTICIPATION IN HIGHLY SKILLED JOBS AND SENIOR MANAGEMENT POSITIONS

Proportion of women in occupations coded 1 and 2 by the International Standard Classification of Occupations (ISCO) 1988 or equivalent.

Source: Population censuses and household surveys.

Code 1: legislators, senior officials and managers.

Code 2: professionals

Since the activity rates of more highly educated women tend in general to be greater, equality would be achieved when the proportion of women working in these areas reached 50%.

This indicator can also be produced for a subset of occupations within each of these codes, to give a more precise picture of what occupations women have been systematically excluded from. There is a need to consult specialists to clarify what definition of «highly skilled» work to use, to decide whether this refers solely to science and technology, excluding social sciences as not «highly skilled» according to this definition, or whether the concept can now be defined more broadly.

Once this has been clarified, it will be possible to calculate an indicator for differences between women and men in access to «scientific courses» which, if it is not a guarantee of subsequent access to «scientific» work, at least offers the prospect of it.

6.5 “Pay special attention to young women, low-income women, those belonging to ethnic and racial minorities, and indigenous women who lack access to capital and assets”

Beijing Platform for Action: paragraph 167c

Regional Programme of Action: strategic action II.3.d

Summit of the Americas: strategic guideline IV, initiative 20

A number of these issues are dealt with by other indicators. The recommendation is useful for producing breakdowns of indicators that have already been constructed in order to ascertain the magnitude of gaps – such as age, poverty and ethnic gaps – between women.

6.6 “Provide affordable support services, such as high-quality, flexible and affordable child-care services, that take into account the needs of working men and women”

Beijing Platform for Action: paragraph 173g

Regional Programme of Action: strategic action II.3.e

The ultimate objective is to achieve enough nursery (children aged 0 to 2) and child-care (3 to 5) coverage for all women, so that this is not an impediment to working. Insofar as there is a child-care infrastructure, and women use it, it should be ascertained whether these services are at least affordable and meet the needs of working people.

Discount those that are paid for directly by women, without subsidy.

6.6.1

INDICATOR OF RIGHTS TO CHILDCARE

State the terms of national rules on the rights of working women to childcare without any additional cost to them specifically.

Source: Law report, ministries of labour.

National regulations lay the groundwork for what can be achieved in practice, and progress in this area is an indicator of the importance attached to the issue in each country. These regulations can be classified by the extent to which they make it easier for working people to care for their children and to reconcile this with working.

6.6.2

INDICATOR OF COVERAGE OF CHILD-CARE SERVICES

- a) number of boys and girls aged under 2 who attend some child-care establishment, divided by the total number of boys and girls in this age group, times 100, and**
b) number of boys and girls aged 2 to 5 who attend some child-care establishment, divided by the total number of boys and girls in this age group, times 100.

Source: Population censuses, household surveys (in Chile: CASEN).

The greater the coverage, the better the indicator. Account needs to be taken of a number of relevant factors such as: the labour market participation of women, existing regulations on the right to childcare, the fertility rate, the length of the postnatal rest period, etc. The maximum possible value is 100.

6.7 “Create mechanisms for quantifying and determining the value of the economic contribution of women’s unwaged work”

Beijing Platform for Action: paragraphs 156 and 165g

Regional Programme of Action: strategic actions II.3.k and VI.c

There is a need to calculate and monitor the economic contribution made by women through domestic work, which is measured on the basis of time use surveys. The objectives could be:

- a) to record the monetary contribution that unwaged work by women makes to national output, and
- b) to track the total working time put in by women and men, and measure the differences between them.

For the first objective, in the case of countries that calculate the contribution of women to gross domestic product (GDP) in money terms, the indicator is:

6.7.1

INDICATOR OF THE CONTRIBUTION MADE BY FAMILY ECONOMIES TO GDP

Value of unwaged work carried out by women for their households, divided by GDP, times 100, plus value of unwaged work carried out by men for their households, divided by GDP, times 100.

Source: Calculations in national accounts and ECLAC methodology (ECLAC, 1998c).

The interpretation is that for every 100 monetary units of GDP, women contribute «W» units of household production, and men «M» units.

Equality would be achieved when the same amount was contributed by both.

For countries that do not calculate this (the majority), use can be made of the ECLAC methodology (ECLAC, 1998c).

As regards the second objective, it is recommended that the following categories be taken from time use surveys:

- time spent by women on paid work
- time spent by men on paid work
- time spent by women on domestic work and work for the household
- time spent by men on domestic work and work for the household

Only for nuclear households **with both partners present**.

6.7.2

DIFFERENTIAL INDICATOR OF TOTAL WORKLOAD

Hours spent by men each week (or day or month) on both types of work, minus hours spent by women each week (or day or month) on both types of work, in households where both partners are present.

Source: Time use surveys.

Negative values (for the number of hours worked) represent the greater total workload borne by women, while equality, which means an equal workload over the period concerned, is obtained when the value of the indicator is zero.

6.7.3

INDICATOR OF DIVISION OF LABOUR BY SEX

Percentage of men's total working time spent on domestic and household work, minus percentage of women's total working time spent on domestic and household work.

Source: Time use surveys.

A difference = 0 denotes equality in the division of labour. Negative values show greater responsibility being taken for domestic work and work for the household by women.

If time use surveys are not available, use can be made of the ECLAC indicator «rate of participation in domestic work by sex», measured as the proportion of all people of working age, of each sex, who declare that this is the only work they do. Also, from the same source: «number of people of one or the other sex who carry out domestic work exclusively and the number of people who carry out some type of paid work» (ECLAC, 1998a).

Source: Household surveys.

DATA SUGGESTED BY DAW IN RELATION TO THIS AREA¹³

ECONOMIC ACTIVITY, ECONOMY, EARNINGS AND POVERTY

- **UNEMPLOYMENT RATE BY SEX**
 Number of unemployed women (men) divided by the total number of women (men), both employed and unemployed, in a given period, for an age band that is generally from 12 or 15 upwards.
Source: Employment surveys, population censuses.
- **RATIO BETWEEN EMPLOYMENT AND POPULATION, BY SEX**
 Number of employed and unemployed women (men) aged (12 or 15) and over, divided by the total number of women (men) in the same age band, times 100.
Source: Employment surveys, population censuses.
- **PERCENTAGE OF THE WORKFORCE EMPLOYED IN AGRICULTURE, MANUFACTURING AND SERVICES, BY SEX**
 Percentage composition of the number of employed and unemployed people in these branches of the economy, for women and men separately.
Source: Employment surveys, population censuses.
- **PERCENTAGE OF 10 TO 14-YEAR-OLD BOYS AND GIRLS WHO WORK**
 Number of 10 to 14-year-old girls (boys) who work, divided by the total number of girls (boys) in that age group, times 100.
Source: Employment surveys, population censuses.
- **GROSS DOMESTIC PRODUCT (GDP); GDP PER CAPITA**
 Measurement of goods and services production, net of duplications, generated within the country over a given period, divided by the total population of the country. Category calculated within systems of national accounts.
Source: System of national accounts and population projections.
- **GROSS NATIONAL PRODUCT (GNP); GNP PER CAPITA**
 This is GDP plus net earnings from factors of production received from the rest of the world, divided by the total population of the country. Category calculated within systems of national accounts.
Source: System of national accounts and population projections.

¹³ Ibidem.

- **PER CAPITA FAMILY INCOME**
Sum total of current income of all members of the household (excluding service staff who sleep in the home), divided by the total number of household members.
Source: Employment surveys, population censuses.
- **PERCENTAGE OF THE POPULATION LIVING BELOW THE POVERTY LINE**
Measured using ECLAC methodology which compares the per capita income of households, using a monetary limit per person which corresponds to the «poverty line». The proportion that members of households whose per capita income is below this limit bear to the total population is then calculated as a percentage.
Source: Employment surveys, population censuses.
- **PROPORTION OF CHILDREN AGED UNDER 5**
Source: Employment surveys, population censuses.

7 WOMEN IN POWER AND DECISION-MAKING

Beijing Platform for Action: strategic objective G

Regional Programme of Action: area IV

Summit of the Americas: strategic guideline IV, initiative 22

7.1 “Disseminate data on the number of women and men employed at various levels in Governments on a yearly basis (...), set up (...) mechanisms for monitoring progress in this field (...), and encourage (...) and ensure that Government-funded organizations adopt non-discriminatory policies and practices”

Beijing Platform for Action: paragraphs 187 to 189, 190e and h

Regional Programme of Action: strategic objective IV.1

7.1.1

INDICATOR OF PUBLIC SECTOR EMPLOYMENT PRACTICE THAT DOES NOT DISCRIMINATE BY GENDER

Proportion of all those of both sexes employed in the highest positions or grades of the public sector who are women, minus the proportion of all public sector workers of both sexes who are women.

Source: Treasury inspector’s office, ministries of finance or the like, Government departments.

It is necessary to define what is meant by the highest positions or grades in the different countries. It is recommended that the cut-off point be set so that around 10% of all officials of the two sexes are in those upper grades.

When there is no gender discrimination in terms of hierarchy, the indicator will be 0. When there is, the indicator will be negative, which means that there is a lower proportion of women in the highest positions or grades than there is in medium or low-level ones.

7.2 “Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas”

Beijing Platform for Action: paragraph 195e

Regional Programme of Action: strategic actions IV.1.f, IV.1.g and IV.2.g

7.2.1

INDICATOR OF OPPORTUNITIES FOR WOMEN TO BE ELECTED TO PARLIAMENT

Percentage of all candidates of the two sexes in the most recent parliamentary elections who were women.

Source: Body regulating elections in each country.

For there to be gender equity, the indicator would have to stand at 50%.

7.2.2

INDICATOR OF WOMEN SERVING AS TOWN COUNCILLORS

Percentage of all elected town councillors in the country who are women.

Source: Body regulating elections in each country.

For there to be gender equity, the indicator would have to stand at 50%.

7.3 “Recognize that shared work and parental responsibilities between women and men promote women’s increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life”

Beijing Platform for Action: paragraph 190i

Regional Programme of Action: strategic actions IV.2.f and VI.i

7.3.1

INDICATOR OF A LABOUR LAW FRAMEWORK THAT ENCOURAGES SHARING OF PARENTAL DUTIES

Listing of laws and regulations that are conducive to the burdens of parenthood being shared equitably between the two sexes.

Source: Ministries of labour or the like and offices of gender affairs.

These are laws on parental leave, leave for child sickness, rights to nursery places, or others that provide opportunities for men to play their role as fathers.

8

INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

Beijing Platform for Action: strategic objective H

Regional Programme of Action: strategic objective II.1

Summit of the Americas: strategic guideline IV, initiative 22

8.1

“Integration of the gender perspective in general policies relating to all spheres of society”

Beijing Platform for Action: paragraph 57

Regional Programme of Action: strategic guideline III and strategic objective III.1

The indicator used measures the degree to which relations between the main body responsible for gender affairs and other public bodies are institutionalized. The supposition is that there is a direct relationship between the extent to which these relations are institutionalized and the extent to which gender aspects are integrated into the policies of the different ministries and departments.

8.1.1

INDICATOR OF THE DEGREE TO WHICH INTER-MINISTERIAL RELATIONS IN POLICY AREAS WITH A GENDER PERSPECTIVE ARE INSTITUTIONALIZED

Number of ministries (including services coming under them) that have agreements or equivalent instruments in force with the body responsible for gender affairs, divided by the total number of ministries (and the services under them).

Source: Response from bodies responsible for gender affairs to the request that they make a list of agreements or equivalent instruments signed and in force with ministries and their subordinate services, by ministry and with a brief account of the subjects dealt with by the instrument.

The indicator can range from 0 to 1, and reveals the breadth of issues and range of contacts covered. To reach a qualitative assessment of what progress has been made, the description of the agreements in force in one year is compared with those in force the previous year, and a qualitative opinion is given on the progress made: none, progress, deterioration.

8.2

“Ensure that responsibility for the advancement of women is vested in the highest possible level of Government; (...) this could be at the level of a Cabinet minister; (...) the machinery should have clearly defined mandates and authority; critical elements would be adequate resources and the ability and competence to influence policy and formulate and review legislation”

Beijing Platform for Action: paragraphs 203a and 203b

Regional Programme of Action: strategic action II.1.a

Summit of the Americas: strategic guideline IV, initiative 22

8.2.1

INDICATOR OF PUBLIC SPENDING ON THE ADVANCEMENT OF WOMEN, PER WOMAN

Total annual budget of the office of gender affairs or the like for current and capital spending, divided by the total number of women of all ages, in dollars.

Source: National budget.

The larger the budgets of offices of gender affairs, the greater the political will to address this issue can be presumed to be.

8.2.2

INDICATOR OF INSTITUTIONAL STRUCTURE

List of bodies responsible for the advancement of women and their decision-making levels.

Source: National gender affairs organizations.

Indicator to be specified at a second stage, on the basis of the information available on what institutions have been put in place and the levels that have enabled the best results to be achieved.

9 HUMAN RIGHTS OF WOMEN

Beijing Platform for Action: strategic objective I

Regional Programme of Action: strategic objectives II.2 and V.1

Summit of the Americas: strategic guideline II

9.1

“Develop a comprehensive (...) education programme to raise awareness among women of their human rights and raise awareness among others of the human rights of women”

Beijing Platform for Action: paragraph 230f

Regional Programme of Action: strategic actions II.2.b, V.1.i, V.1.j and V.1.l

Summit of the Americas: strategic guideline II, initiative 3

9.1.1

INDICATOR OF THE EXISTENCE AND COVERAGE OF LEGAL LITERACY PROGRAMMES FOR WOMEN

List of programmes of this type and their coverage.

Source: Offices of gender affairs.

The existence of programmes indicates that the first step towards dealing with the problem has been taken, and the combined annual coverage of such programmes (number of people served by them as a percentage of the target population) is an indicator of their reach, which it is hoped will improve continuously.

9.2

“Provide training in the human rights of women (...) to public officials, including, among others, police and military personnel (...) and teachers at every level of the education system, and provide teaching and training of this type to court officials and members of parliament as well”

Beijing Platform for Action: paragraphs 231j and 232i

Regional Programme of Action: strategic action V.1.j

Summit of the Americas: strategic guideline II, initiative 2

This objective has been measured by indicator 4.2.1.

10 WOMEN AND THE MEDIA

Beijing Platform for Action: strategic objective J

Regional Programme of Action: strategic objective V.3 and strategic guideline VII

10.1 “Promote women’s full and equal participation in the media, including management, programming, education, training and research”

Beijing Platform for Action: paragraph 239c

Regional Programme of Action: strategic objective VII.8

10.1.1

INDICATOR OF FEMALE REPRESENTATION IN MANAGERIAL POSITIONS AT NATIONAL TELEVISION CHANNELS AND NEWSPAPERS WITH NATIONAL CIRCULATION

Number of women in managerial positions at national newspapers and television channels out of the total number of managerial positions in these organizations.

Source: Ministries dealing with communications, information and the like, television boards, national offices of statistics.

1 1 WOMEN AND THE ENVIRONMENT

Beijing Platform for Action: strategic objective K.1

Regional Programme of Action: strategic objective II.6

11.1 “Ensure opportunities for women, including indigenous women, to participate in environmental decision-making at all levels, including as managers, designers and planners, and as implementers and evaluators of environmental projects”

Beijing Platform for Action: paragraph 253a

Regional Programme of Action: strategic action II.6.a

11.1.1

INDICATOR OF FEMALE REPRESENTATION IN THE MANAGEMENT OF THE OFFICIAL BODY AND OF NGOS DEALING WITH THE ENVIRONMENT

- a) proportion of women in the management of the highest-level body dealing with the environment, and**
- b) proportion of women in the management of NGOs dealing with the environment.**

Source: Official body and environment NGOs.

State whether there is a central official body (ministry or other level) and give the number of NGOs dealing specifically with the environment, and calculate the proportion of women at managerial level within these. The assumption behind the indicator is that there is a relationship between the fact of there being women in management and the objective of ensuring that women are represented at the other levels referred to in objective 11.1. The higher the proportion of women, the better the situation.

DATA SUGGESTED BY DAW IN RELATION TO THIS AREA¹⁴

HOUSING AND THE ENVIRONMENT

- LIVING AREA PER PERSON
Source: Population and housing censuses.
- NUMBER OF PEOPLE PER ROOM, NOT INCLUDING THE KITCHEN AND BATHROOM
Number of people living in the home divided by the number of rooms, excluding kitchens and bathrooms; this variable per home can be crossed with others or calculated as a national average.
Source: Population and housing censuses.
- PERCENTAGE OF THE POPULATION WITH ACCESS TO ADEQUATE SANITATION
Source: Population and housing censuses.
- PERCENTAGE OF THE POPULATION WITH ACCESS TO DRINKING WATER
Source: Population and housing censuses.
- PERCENTAGE OF THE POPULATION WITH ACCESS TO ELECTRICITY
Source: Population and housing censuses.
- PERCENTAGE OF THE POPULATION USING ENERGY FROM TRADITIONAL FUELS
Source: Population and housing censuses.
- CULTIVABLE LAND
Source: Agricultural censuses.

¹⁴ Ibidem.

12 THE GIRL CHILD

Beijing Platform for Action: strategic objective L

Regional Programme of Action: Background and strategic objectives II.4, II.5, III.2, III.3, V.1, VI, VII.2

Summit of the Americas: strategic guidelines I, II and IV

12.1 “Ensure that girls remain in the educational system”

Beijing Platform for Action: paragraph 263 and strategic objective L.3

Regional Programme of Action: strategic objective II.4 and strategic action III.2.g

Summit of the Americas: strategic guideline I

This objective can be monitored using the following indicators, as proposed in previous chapters:

1.2.4 INDICATOR OF GENDER GAP IN THE ROLES OF YOUNG PEOPLE FROM POOR HOUSEHOLDS

2.1.1 INDICATOR OF SCHOOL ATTENDANCE RATE BY SEX AND AGE GROUP

2.1.2 INDICATOR OF GENDER DIFFERENCE IN SCHOOL ATTENDANCE

12.2 “Sensitize the girl child, parents, teachers and society concerning good general health and nutrition and raise awareness of the health dangers and other problems connected with early pregnancies”

Beijing Platform for Action: paragraph 281b

Regional Programme of Action: strategic actions II.5.c, II.5.e¹⁵ and III.3.c

Summit of the Americas: strategic guideline IV

This objective can be monitored using the following indicators, as proposed in previous chapters:

¹⁵ Argentina, Ecuador, El Salvador, Peru and the Dominican Republic entered reservations on this strategic action.

3.1.2 INDICATOR OF FERTILITY AMONG TEENAGE WOMEN

3.4.1 INDICATOR OF THE PREVALENCE OF MALNUTRITION AMONG BOYS AND GIRLS AGED 36 MONTHS AND UNDER

12.3 “Take appropriate legislative, administrative, social and educational measures to protect the girl child, in the household and in society, from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse”

Beijing Platform for Action: paragraph 283b

Regional Programme of Action: strategic actions V.1.k, V.1.q and V.1.r

Summit of the Americas: strategic guideline II

This objective can be monitored using the following indicators, as proposed in previous chapters:

4.1.1 INDICATOR OF SEXUAL VIOLENCE AGAINST INDIVIDUALS

4.1.3 INDICATOR OF DEATHS AND NON-FATAL INJURIES DUE TO DOMESTIC VIOLENCE

12.4 “Formulate policies and programmes to help the family, as defined in paragraph 29 (of the Platform), in its supporting, educating and nurturing roles, with particular emphasis on the elimination of intra-family discrimination against the girl child”

Beijing Platform for Action: paragraph 285a

Regional Programme of Action: strategic action VI.f

This objective can be monitored using the following indicators, as proposed in previous chapters:

6.6.1 INDICATOR OF RIGHTS TO CHILDCARE

6.6.2 INDICATOR OF COVERAGE OF CHILD-CARE SERVICES

ANNEX
SUMMARY OF PROPOSED INDICATORS

ANNEX

SUMMARY OF PROPOSED INDICATORS

Paragraph	Indicator	Description	Sources
1. WOMEN AND POVERTY			
<p>1.1 "The productive capacity of women should be increased through access to capital, resources, credit, land, technology, information, technical assistance and training"</p>	<p>1.1.1 Gender gap in ownership of agricultural land</p> <p>1.1.2 Gap in the coverage of technical assistance programmes for small farmers, by sex of recipient</p> <p>1.1.3 Business ownership by sex</p> <p>1.1.4 Female employers' job creation capacity by comparison with that of male employers</p>	<p>1.1.1 Percentage of all farms in individual ownership that are owned by women.</p> <p>1.1.2 Female small-scale farmers that have received technical assistance from official bodies as percentage of estimated total number of women in this situation, minus male small-scale farmers that have received technical assistance as percentage of estimated total number of men in this situation.</p> <p>1.1.3 Percentage of women employers in three sizes of business: less than 5, 5 to 9, and 10 plus employees.</p> <p>1.1.4 Number of wage-earning employees in businesses run by women divided by number of wage-earning employees in businesses run by men, times 100.</p>	<p>1.1.1 Agricultural censuses.</p> <p>1.1.2 Official agricultural extension services and national estimates of numbers of small farmers by sex.</p> <p>1.1.3 Employment surveys.</p> <p>1.1.4 Employment surveys.</p>

<p>1.2 "Enable women to obtain affordable housing (...), with special emphasis on meeting the needs of women, especially those living in poverty and female heads of household"</p>	<p>1.2.1 Equality of access to social housing programmes</p> <p>1.2.2 Gender gap among owner-occupiers in poor households</p>	<p>1.2.1 Description of the conditions set by social housing programmes for access on equal terms for both partners or for women without partners.</p> <p>1.2.2 a) percentage of women heads of household without partners who own the housing they occupy minus percentage of male heads of household without partners who own the housing they occupy.</p>	<p>1.2.1 Reports from ministries of housing or the like that administer, regulate or oversee social housing programmes.</p> <p>1.2.2 Population censuses and household surveys. ECLAC poverty line methodology.</p>
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Paragraph	Indicator	Description	Sources
	<p data-bbox="795 461 1121 537">1.2.3 Differential poverty by sex of the head of household</p> <p data-bbox="795 678 1121 755">1.2.4 Gender gap in the roles of young people from poor households</p>	<p data-bbox="1171 295 1562 453">b) percentage of female owner-occupiers minus percentage of male owner-occupiers in families where both partners are present, both indicators being for households below the poverty line.</p> <p data-bbox="1171 459 1562 673">1.2.3 Number of poor and indigent households headed by men divided by total number of households headed by men, minus number of poor and indigent households headed by women divided by total number of households headed by women.</p> <p data-bbox="1171 680 1562 941">1.2.4 a) girls aged from 15 to 19 who do nothing but study, as percentage of all girls of that age in the poorest quartile of households. b) boys aged from 15 to 19 who do nothing but study, as percentage of all boys of that age in the poorest quartile of households.</p>	<p data-bbox="1579 461 1829 537">1.2.3 Employment surveys and ECLAC publications.</p> <p data-bbox="1579 680 1900 894">1.2.4 Employment surveys and annual editions of the ECLAC <i>Social Panorama of Latin America</i>. Employment surveys and annual editions of the ECLAC <i>Social Panorama of Latin America</i>.</p>

Paragraph	Indicator	Description	Sources
2. EDUCATION AND TRAINING OF WOMEN			
<p>2.1 "Increase enrolment and retention rates of girls"</p>	<p>2.1.1 School attendance rate by sex and age group</p> <p>2.1.2 Gender differences in school attendance</p>	<p>2.1.1 a) number of 6 to 13-year-old girls attending some educational establishment, divided by total number of 6 to 13-year-old girls b) number of 6 to 13-year-old boys attending some educational establishment, divided by total number of 6 to 13-year-old boys c) number of 14 to 17-year-old girls attending some educational establishment, divided by total number of 14 to 17-year-old girls d) number of 14 to 17-year-old boys attending some educational establishment, divided by total number of 14 to 17-year-old boys.</p> <p>2.1.2 a) school attendance rate of 6 to 13-year-old girls minus school attendance rate of 6 to 13-year-old boys b) school attendance rate of 14 to 17-year-old girls minus school attendance rate of 14 to 17-year-old boys.</p>	<p>2.1.1 Population censuses and household surveys.</p> <p>2.1.2 Population censuses and household surveys.</p>
<p>2.2 "Eradicate illiteracy among women"</p>	<p>2.2.1 Overall literacy rate by sex</p> <p>2.2.2 Gender differential in the overall literacy rate</p>	<p>2.2.1 Female literacy rate = literate females aged 15 and over divided by total number of females in the same age group, times 100. Male literacy rate = literate males aged 15 and over divided by total number of males in the same age group, times 100.</p> <p>2.2.2 Female literacy rate minus male literacy rate = percentage points of difference.</p>	<p>2.2.1 Population censuses and household surveys. UNESCO Statistical Yearbook.</p> <p>2.2.2 Population censuses and household surveys.</p>

Paragraph	Indicator	Description	Sources
	<p>2.2.3 Literacy rate of young people, by sex</p> <p>2.2.4 Gender differential in the literacy rates of young people</p>	<p>2.2.3 Literacy rate of 15 to 24-year-old females = literate females aged from 15 to 24 divided by total number of females in this age group, times100. Literacy rate of 15 to 24-year-old males = literate males aged from 15 to 24 divided by total number of males in this age group, times100.</p> <p>2.2.4 Literacy rate among 15 to 24-year-old females minus literacy rate among 15 to 24-year-old males = percentage points of difference.</p>	<p>2.2.3 Population censuses and household surveys. UNESCO Statistical Yearbook.</p> <p>2.2.4 Population censuses and household surveys. UNESCO Statistical Yearbook.</p>
<p>2.3 "Improve women's access to vocational training, science and technology, and continuing education", with special emphasis on the need to "eliminate gender disparities in access to all areas of tertiary education...ensuring that women have equal access to career development, training, scholarships and fellowships"</p>	<p>2.3.1 Gender differential in tertiary enrolment</p> <p>2.3.2 Access to tertiary education by study area and sex</p> <p>2.3.3 Access to scholarships and fellowships</p>	<p>2.3.1 Female enrolment divided by male enrolment in the whole of tertiary education, times 100.</p> <p>2.3.2 Women enrolled in "male" courses as percentage of total enrolment in these courses. Men enrolled in "female" courses as percentage of total enrolment in these courses.</p> <p>2.3.3 Number of scholarships and fellowships awarded to women divided by total number of women enrolled in tertiary education, times 1000. Number of scholarships and fellowships awarded to men divided by total number of men enrolled in tertiary education, times 1000.</p>	<p>2.3.1 Statistics from educational records. Can also be found in some population censuses.</p> <p>2.3.2 Statistics from higher education records.</p> <p>2.3.3 Statistics from educational records and national budget. Statistics from educational records and national budget.</p>

2.4 "Develop curricula, textbooks and teaching aids free of gender-based stereotypes for all levels of education (...) and training programmes and materials for teachers and educators that raise awareness of their own role in the educational process"	2.4.1 Measures implemented to eliminate sexual stereotypes in the educational process	2.4.1 List of concrete measures that have actually been implemented to modify study plans, school texts, teaching material, training and teacher preparation.	2.4.1 Ministries of education, in response to the question as to what measures have been implemented to eliminate gender stereotypes in the above-mentioned components of the educational process.
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Paragraph	Indicator	Description	Sources
2.5 "Incorporate the issues of (...) sexual and reproductive health and gender equity into programmes of study"	2.5.1 Inclusion of sex education in the educational process	2.5.1 State whether sex education is included in official curricula, at what stage of the education system it is taught, and for how many school days.	2.5.1 Ministries of education or the like, in response to the question regarding inclusion of sex education in official curricula.

3. WOMEN AND HEALTH

3.1 "Prevent and deal with teenage pregnancy, especially in early adolescence, in a context of integral health care"	3.1.1 Existence of a national functional committee or norms and standards for reproductive health, including family planning and sexual health 3.1.2 Fertility among teenage women	3.1.1 The indicator is positive (yes) if there are norms, standards and procedures set out in written documents if there is a committee working and following up on the recommended actions, or both 3.1.2 Number of births to mothers aged under 20, divided by total number of women aged 14 to 19, times 1000.	3.1.1 Committee meeting reports and procedural manuals or norms and standards. 3.1.2 Vital statistics, birth records.
3.2 "Undertake gender-sensitive initiatives that address sexually transmitted diseases (and) HIV/AIDS"	3.2.1 Rate of change in the numbers registered as being infected with HIV/AIDS, by sex	3.2.1 a) number of women registered as being infected with AIDS in the latest year, divided by the previous year's number, times 100 b) number of men registered as being infected with AIDS in the latest year, divided by the previous year's number, times 100.	3.2.1 Statistics from health records, programmes or commissions specializing in the control of AIDS.

<p>3.3 Listing of health issues that are "of growing concern to women": "mental disorders related to marginalization (...) and poverty, (...) overwork and stress and the growing incidence of domestic violence, (...) substance abuse, (...) occupational health issues, (...) cancers of the reproductive system, as well as infertility"</p>	<p>3.3.1 Workplace accident rates by sex</p> <p>3.3.2 Coverage of cervical cancer screening</p>	<p>3.3.1 a) number of women who have suffered and reported accidents at work divided by total number of women covered against this risk b) number of men who have suffered and reported accidents at work divided by total number of men covered against this risk.</p> <p>3.3.2 Number of examinations carried out annually by health systems divided by number of women aged 15 and over, times 100.</p>	<p>3.3.1 Occupational accident insurance statistics.</p> <p>3.3.2 Statistics from health records.</p>
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Paragraph	Indicator	Description	Sources
	<p>3.3.3 Prevalence of cervical cancer among women</p> <p>3.3.4 Prevalence of breast cancer among women</p>	<p>3.3.3 Number of women aged 35 and over diagnosed as having cervical cancer for every 1000 women aged 35 and over.</p> <p>3.3.4 Number of women aged 35 and over diagnosed as having breast cancer for every 1000 women aged 35 and over.</p>	<p>3.3.3 Statistics from health records, household health surveys.</p> <p>3.3.4 Statistics from health records, household health surveys.</p>
<p>3.4 "Meet the health needs of girls and women of all ages" (bearing in mind that the "health concerns (of older women) require particular attention"</p>	<p>3.4.1 Prevalence of malnutrition among boys and girls aged 36 months and under</p> <p>3.4.2 Demographic gender gap among the elderly</p> <p>3.4.3 Special health care for elderly women</p>	<p>3.4.1 a) number of malnourished boys aged 36 months and under divided by total number of boys of that age, times 10000 b) number of malnourished girls aged 36 months and under divided by total number of girls of that age, times 10000.</p> <p>3.4.2 Number of women aged 70 and over divided by number of men in the same age band.</p> <p>3.4.3 Existence of health programmes designed especially to meet the needs of elderly women.</p>	<p>3.4.1 Statistics from health records, special programmes to combat infant malnutrition.</p> <p>3.4.2 Population censuses, demographic projections.</p> <p>3.4.3 Ministries of health, responding to the question as to whether programmes exist and giving a brief description of them.</p>

4. VIOLENCE AGAINST WOMEN

<p>4.1 "Collect data and compile statistics (...) relating to the prevalence of different forms of violence against women (...) and disseminate (the) results widely"</p>	<p>4.1.1 Sexual violence against individuals</p>	<p>4.1.1 a) Number of women and girls subjected to sexual violence (rape and indecent abuse) that have lodged complaints during the calendar year, divided by total number of females of all ages, times 100000. b) Number of men and boys subjected to sexual violence (rape and indecent abuse) that have lodged complaints during the calendar year, divided by total number of males of all ages, times 100000.</p>	<p>4.1.1 Central offices of statistics or bodies that produce police, judicial and forensic medical statistics.</p>
	<p>4.1.2 Extent to which statistics exist on domestic violence</p> <p>4.1.3 Deaths and non-fatal injuries due to domestic violence</p>	<p>4.1.2 State whether information on victims of domestic violence is recorded and published separately and by sex in police and judicial statistics on assaults and in those referring to injuries (official forensic medical services). 4.1.3 a) number of women and girls sustaining non-fatal injuries due to domestic violence, divided by total number of females of all ages, times 100000. b) number of women and girls dying as a result of domestic violence, divided by number of women and girls dying as a result of homicide, times 100.</p>	<p>4.1.2 Central offices of statistics or bodies producing police, judicial and forensic medical statistics.</p> <p>4.1.3 National forensic medical services and the like.</p> <p>National forensic medical services and the like.</p>
<p>4.2 "Training of all officials in humanitarian and human rights law (...), (including) judicial, legal, medical, social, educational and police and immigration personnel"</p>	<p>4.2.1 Annual coverage of activities to provide training in human rights and humanitarian law to State officials</p>	<p>4.2.1 a) number of female public officials trained annually in these subjects, divided by total number of female public officials, times 100. b) number of male public officials trained annually in these subjects, divided by total number of male public officials, times 100.</p>	<p>4.2.1 Request information from offices in charge of gender affairs.</p>

<p>4.3 "Enact and/or reinforce penal, civil, labour and administrative sanctions in domestic legislation to punish and redress the wrongs done to women and girls who are subjected to any form of violence"</p>	<p>4.3.1 Legal sanctions for violence against women</p>	<p>4.3.1 List of laws prescribing specific legal action against domestic violence, sexual harassment, rape, the sex trade.</p>	<p>4.3.1 Request information from offices in charge of gender affairs.</p>
<p>4.4 "Allocate adequate resources within the Government budget and mobilize community resources for activities related to the elimination of violence against women"</p>	<p>4.4.1 Spending per woman on the prevention of violence</p>	<p>4.4.1 Domestic funding for activities to prevent and punish violence against women and attend to its victims, divided by number of females of all ages, and expressed in dollars.</p>	<p>4.4.1 Compilation of responses from offices of women's affairs and other bodies.</p>

Paragraph	Indicator	Description	Sources
5. WOMEN AND ARMED CONFLICT			
5.1 "Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women"	5.1.1 Specific assistance to refugee women	5.1.1 Enumeration of programmes currently in operation that are designed specifically to provide protection, assistance and training to refugee women, by type of organization responsible.	5.1.1 Offices for women's affairs, ministries of the interior and international bodies such as the International Organization for Migration.
6. WOMEN AND THE ECONOMY			
6.1 "Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value (...), eliminate occupational segregation (...) (and) discriminatory practices, including those used by employers on the basis of women's reproductive roles and functions"	6.1.1 Legal measures 6.1.2 Gender wage differences 6.1.3 Access to occupations dominated by the opposite sex	6.1.1 Enumeration of laws sent to parliament, and of laws enacted by year of enactment, on equal pay and against labour discrimination for reasons of sex. 6.1.2 Average remuneration per female wage earner, divided by average remuneration per male wage earner, times 100. 6.1.3 a) women in "male" occupations as percentage of total working in them. b) men in "female" occupations as percentage of total working in them.	6.1.1 Ministries of labour or the like and offices of women's affairs. 6.1.2 Population censuses or household surveys. 6.1.3 Population censuses and household surveys.
6.2 "Promote and support women's self-employment (...) on appropriate terms equal to those of men (...) (and) review, reformulate, if necessary, and implement policies (...) to ensure that they do not discriminate against micro, small and medium-scale enterprises owned by women in rural and urban areas"	6.2.1 State budget allocations intended to benefit women in the unstructured sector	6.2.1 Budget allocations for the benefit of women in the sector divided by number of women in the sector, as percentage of budget allocations for the benefit of the unstructured sector in general divided by total employment in this sector.	6.2.1 National budget and household surveys. Ministries or offices in charge of women's affairs, ministries of finance.

Paragraph	Indicator	Description	Sources
	<p>6.2.2 Gender differentiation within the unstructured sector</p> <p>6.2.3 Gender inequality in earnings received by own-account workers</p> <p>6.2.4 Coverage for risks of own-account workers</p> <p>6.2.5 Access to credit</p>	<p>6.2.2 Percentage point difference between the percentage of all working women who work in low-productivity sectors and the percentage of all working men who work in low-productivity sectors.</p> <p>6.2.3 a) difference between the percentage of men earning 50% of the average remuneration or less and the percentage of women in this situation, and b) difference between the percentage of women earning twice the average remuneration or more and the percentage of men in this situation.</p> <p>6.2.4 a) proportion of all female own-account workers that have social security or health coverage, or both, and b) proportion of all male own-account workers that have social security or health coverage, or both.</p> <p>6.2.5 a) sum total of credit granted to female owners of small enterprises as percentage of all credit granted to small enterprise owners of both sexes, and b) average amount of credit granted to female owners of small enterprises divided by average amount of credit granted to male owners of small enterprises.</p>	<p>6.2.2 Household surveys.</p> <p>6.2.3 Household surveys.</p> <p>6.2.4 Household surveys.</p> <p>6.2.5 Lending institutions, specific surveys.</p>
<p>6.3 "Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas"</p>	<p>6.3.1 Differentiated access to training</p>	<p>6.3.1 Proportion of all female wage earners who are trained within companies minus proportion of all male wage earners who are trained within companies.</p>	<p>6.3.1 Household surveys, training surveys, surveys of companies. In Chile: CASEN.</p>

Paragraph	Indicator	Description	Sources
	6.3.2 Change in gender patterns of employment through placement services	6.3.2 a) proportion of all women finding employment who have taken up work in "male occupations" b) proportion of all men finding employment who have taken up work in "female occupations".	6.3.2 Official placement services, statistics from employers' associations.
6.4 "Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions"	6.4.1 Female participation in highly skilled jobs and senior management positions	6.4.1 Proportion of women in occupations coded 1 and 2 by ISCO 1988 or the equivalent.	6.4.1 Population censuses and household surveys.
6.5 "(Pay) special attention to young women, low-income women, those belonging to ethnic and racial minorities, and indigenous women who lack access to capital and assets"	<i>Issues to be considered when breaking down indicators recommended in other chapters.</i>		
6.6 "Provide affordable support services, such as high-quality, flexible and affordable child-care services, that take into account the needs of working men and women"	6.6.1 Rights to childcare 6.6.2 Coverage of child-care services	6.6.1 State the terms of national rules on the rights of working women to childcare without any additional cost to them specifically. 6.6.2 a) number of boys and girls aged under 2 who attend some child-care establishment, out of total number of boys and girls in this age group. b) number of boys and girls aged 2 to 5 who attend some child-care establishment, out of total number of boys and girls in this age group.	6.6.1 Law report, ministries of labour. 6.6.2 Population censuses, household surveys. In Chile: CASEN.
6.7 "Create mechanisms for quantifying and determining the value of the economic contribution of women's unwaged work"	6.7.1 Contribution made by family economies to GDP	6.7.1 a) value of unwaged work carried out by women for their households divided by GDP, times 100 b) value of unwaged work carried out by men for their households divided by GDP, times 100.	6.7.1 Calculations in national accounts and ECLAC methodology (ECLAC, 1998c).

Paragraph	Indicator	Description	Sources
	<p>6.7.2 Differential indicator of total workload</p> <p>6.7.3 Division of labour by sex</p>	<p>6.7.2 Hours spent by men each week (or day or month) on both types of work minus hours spent by women each week (or day or month) on both types of work, in households where both partners are present.</p> <p>6.7.3 Percentage of men's total working time spent on domestic and household work minus percentage of women's total working time spent on domestic and household work.</p>	<p>6.7.2 Time use surveys.</p> <p>6.7.3 Time use surveys.</p>

7. WOMEN IN POWER AND DECISION-MAKING

<p>7.1 "Disseminate data on the number of women and men employed at various levels in Governments on a yearly basis (...), set up (...) mechanisms for monitoring progress in this field (...), and encourage (...) and ensure that Government-funded organizations adopt non-discriminatory policies and practices"</p>	<p>7.1.1 Public sector employment practice that does not discriminate by gender</p>	<p>7.1.1 Proportion of all those of both sexes employed in the highest positions or grades of the public sector who are women, minus the proportion of all public sector workers of both sexes who are women.</p>	<p>7.1.1 Treasury inspector's office, ministries of finance or the like, Government departments.</p>
<p>7.2 "Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas"</p>	<p>7.2.1 Opportunities for women to be elected to parliament</p> <p>7.2.2 Women serving as town councillors</p>	<p>7.2.1 Percentage of all candidates of the two sexes in the most recent parliamentary elections who were women.</p> <p>7.2.2 Percentage of all elected town councillors in the country who are women.</p>	<p>7.2.1 Body regulating elections in each country.</p> <p>7.2.2 Body regulating elections in each country.</p>
<p>7.3 "Recognize that shared work and parental responsibilities between women and men promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life"</p>	<p>7.3.1 Labour law framework that encourages sharing of parental duties</p>	<p>7.3.1 Listing of laws and regulations that are conducive to the burdens of parenthood being shared equitably between the two sexes.</p>	<p>7.3.1 Ministries of labour or the like and offices of gender affairs.</p>

Paragraph	Indicator	Description	Sources
8. INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN			
8.1 "Integration of the gender perspective in general policies relating to all spheres of society"	8.1.1 Degree to which inter-ministerial relations in policy areas with a gender perspective are institutionalized	8.1.1 Number of ministries (including services coming under them) that have agreements or equivalent instruments in force with the body responsible for gender affairs, divided by total number of ministries (and the services under them).	8.1.1 Response from bodies responsible for gender affairs to the request that they make a list of agreements or equivalent instruments signed and in force with ministries and their subordinate services, by ministry and with a brief account of the subjects dealt with by the instrument.
8.2 "Ensure that responsibility for the advancement of women is vested in the highest possible level of Government; (...) this could be at the level of a Cabinet minister; (...) the machinery should have clearly defined mandates and authority; critical elements would be adequate resources and the ability and competence to influence policy and formulate and review legislation"	8.2.1 Public spending on the advancement of women, per woman 8.2.2 Institutional structure	8.2.1 Total annual budget of the office of gender affairs or the like for current and capital spending, divided by the total number of women of all ages, in dollars. 8.2.2 List of bodies responsible for the advancement of women and their decision-making levels.	8.2.1 National budget. 8.2.2 National gender affairs organizations.
9. HUMAN RIGHTS OF WOMEN			
9.1 "Develop a comprehensive (...) education programme to raise awareness among women of their human rights and raise awareness among others of the human rights of women"	9.1.1 Existence and coverage of legal literacy programmes for women	9.1.1 List of programmes of this type and their coverage.	9.1.1 Offices of gender affairs.
9.2 "Provide training in the human rights of women (...) to public officials, including, among others, police and military personnel (...) and teachers at every level of the education system, and provide teaching and training of this type to court officials and members of parliament as well"	Objective measured by indicator 4.2.1.		

10. WOMEN AND THE MEDIA

10.1 "Promote women's full and equal participation in the media, including management, programming, education, training and research"	10.1.1 Female representation in managerial positions at national television channels and newspapers with national circulation	10.1.1 Number of women in managerial positions at national newspapers and television channels out of the total number of managerial positions in these organizations.	10.1.1 Ministries dealing with communications, information and the like, television boards, national offices of statistics.
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Paragraph	Indicator	Description	Sources
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11. WOMEN AND THE ENVIRONMENT

<p>11.1 "Ensure opportunities for women, including indigenous women, to participate in environmental decision-making at all levels, including as managers, designers and planners, and as implementers and evaluators of environmental projects"</p>	<p>11.1.1 Female representation in the management of the official body and of NGOs dealing with the environment</p>	<p>11.1.1 a) proportion of women in the management of the highest-level body dealing with the environment, and b) proportion of women in the management of NGOs dealing with the environment.</p>	<p>11.1.1 Official body and environment NGOs.</p>
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12. THE GIRL CHILD

<p>12.1 "Ensure that girls remain in the educational system"</p>	<p>Objective measured by indicators 1.2.4, 2.1.1 and 2.1.2</p>		
<p>12.2 "Sensitize the girl child, parents, teachers and society concerning good general health and nutrition and raise awareness of the health dangers and other problems connected with early pregnancies"</p>	<p>Objective measured by indicators 3.1.2 and 3.4.1</p>		
<p>12.3 "Take appropriate legislative, administrative, social and educational measures to protect the girl child, in the household and in society, from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse"</p>	<p>Objective measured by indicators 4.1.1 and 4.1.3</p>		
<p>12.4 "Formulate policies and programmes to help the family, as defined in paragraph 29 (of the Platform), in its supporting, educating and nurturing roles, with particular emphasis on the elimination of intra-family discrimination against the girl child"</p>	<p>Objective measured by indicators 6.6.1 and 6.6.2</p>		

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