



# G Is In HANDBOOK



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# G Is In Handbook

Neda Jafar  
UNESCWA  
jafarn@un.org



# G Is In Handbook

- Handbook was prepared in response to :
  - 8th session of the Statistical Committee (Beirut, 14-16 October 2008)
  - 2<sup>nd</sup> Meeting of the Inter Agency Expert Group on Gender Statistics in Arab Countries (Beirut, 12-14 October 2009)
  - ESCWA Ministerial resolution 286 (XXV) on Gender Statistics for Equality and Empowerment.



# G Is In Handbook

- Guiding tool for data producers to compile comparable data for the Arab Gender Issues and Indicators (GIsIn) Framework
- GIsIn is a three-dimensional framework links
  - Goals of the Millennium Declaration
  - Arab Priority Issues of the Beijing Platform for Action (BPfA)
  - localized indicators (86 indicators)
- Handbook provides metadata for each indicator in the GIsIn Framework. (definitions, rationale, concepts and sources, as well as methods of calculation)
- Metadata was developed in consultation with leading agencies in respective fields

# Regional Assessment

- Aim to finalize the Arab GIsIn Framework and accompanying metadata Handbook
- The assessment of data availability for the Framework indicators , and accuracy of its draft metadata Handbook was completed by 11 countries
- Results of assessment GIsIn Framework were presented to the 3<sup>rd</sup> IAEG Meeting on GS in Arab Countries (Beirut 14-16 Nov 2011).

# OBJECTIVE of ASSESSMENT

- The assessment of the proposed GIsIn Framework and accompanying draft metadata Handbook appraised the following:
  - Feasibility of making data available from national and / or international sources
  - Accuracy of the metadata and degree of compliance with national metadata

# METHODOLOGY

- In July 2011, GIsIn Questionnaire + draft Handbook. %50 responded to the questionnaire
- To provide 2 data points for each indicator; early 1990s and late 2000s.
- To indicate whether their data were compliant with the metadata as presented in the Handbook and provide comments/feedback where needed.
- For unavailable indicators, countries were requested to specify either one of the following justifications:
  - Data was compiled but not calculated;
  - Data was available but not compiled;
  - Data was not available

Table 1. Frequency of countries by number of available indicators

Countries	#Indicators
1	7
2	13
3	5
4	13
5	3
6	5
7	0
8	2
9	5
10	8
11	23
<b>Total</b>	<b>86</b>

# Main Results

- Almost all the pilot countries reported availability of data for most of the indicators in the Framework.
- Over 50% of the indicators are available at the national level.
- There were 2 indicators with no available sex-disaggregated data:
  - Women and men below minimum level of dietary energy consumption
  - Share of women and men in technical managerial positions at national newspapers and television channels
- Country review by indicator facilitates better judgment on whether a country is able to integrate these needs in their data collection processes in the future or not based on data availability in other countries and data sources.
- 9 of the 11 pilot countries provided comments on unavailability of data and metadata.





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## Goal 1: Eradicate Extreme Poverty and Hunger

[The Economic and Social Commission for Western Asia \(ESCWA\)](#), in collaboration with United Nations agencies, national statistical offices, national machineries for women, and civil society in the Arab region, is implementing the Gender Statistics Programme in the Arab Region.

This e-Handbook, a tool for data producers, is the outcome of consultations since the [second Inter-Agency Expert Group Meeting on Gender Statistics in the Arab Countries \(Beirut, 12-14 October 2009\)](#) and aims to build on synergies from ongoing work in the area of gender statistics by forging a common methodological knowledge among stakeholders in order to facilitate the production of comparable statistics for evidence-based policymaking and planning.

The purpose of the e-Handbook is to provide a guiding tool for data producers to compile data for the Arab Gender Issues and Indicators (GISIn) Framework, which will allow for quantitative and qualitative measurement of gender equality and inequality at the international level. It uses an agreed common suite of gender indicators with unified language, concepts and objectives as a means to encourage collaborative monitoring, reporting and learning through the sharing of best practice, which will encourage the use of indicators at the national, regional and international level for measuring accountability and effectiveness.

The e-Handbook includes metadata for each GISIn indicator, including definitions, rationale, concepts and sources, as well as methods of calculation. Based on the Arab GISIn Framework, a three-dimensional framework for Arab countries linking the Goals of the Millennium Declaration to the Arab Priority Issues of the Beijing Platform for Action (BPfA), it identifies corresponding region-specific, gender-sensitive and sex-disaggregated indicators for measuring and monitoring progress achieved towards gender equality and the empowerment of women. The proposed framework was first published in the [ESCWA booklet Gender in the Millennium Development Goals: Information Guide for Arab MDG Reports](#).

[DOWNLOAD](#)

<http://www.escwa.un.org/divisions/projects/GISINHANDBOOK/index.asp?goal=0> book Metadata





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## Goal 3: Promote Gender Equality and Empower Women

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Goal 3: Promote Gender Equality and Empower Women

📁 Women in Power and Decision Making

📁 Economic Status

- ❖ Indicator 3.1.1 Share of women and men in employment by sector (non-agricultural), in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.2 Proportion of scientific and Technical and Vocational Education and Training programme graduates, girls and boys, with jobs, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.3 Proportion of earnings from wages paid in covered maternity leave for a duration of no less than 14 weeks, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.4 Gender pay gap in earnings in wage and self-employment, by occupation, in hours. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.5 Proportion of workers, women and men, with health insurance, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.6 Proportion of workers, women and men, with retirement benefits, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.7 Access of women and men to micro-finance, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.8 Time spent on unpaid work (domestic and caring for children and elderly). [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.9 Ratification (5-point scale measure) of ILO conventions (100, 111, 156, 183). [Metadata](#) | [BPfA](#)

📁 Power and Decision-Making

- ❖ Indicator 3.2.1 Gender parity index for parliamentarians. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.2.2 Gender parity index for judiciaries. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.2.3 Gender Parity Index for lawyers. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.2.4 Gender Parity Index for ministers. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.2.5 Gender Parity Index for ambassadors. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.2.6 Gender Parity Index in local government bodies. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.2.7 Year a gender quota for parliamentary representation was instituted. [Metadata](#) | [BPfA](#)

📁 Institutional Mechanisms



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## Goal 3: Promote Gender Equality and Empower Women

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Goal 3: Promote Gender Equality and Empower Women

📁 Women in Power and Decision Making

📁 Economic Status

- ❖ Indicator 3.1.1 Share of women in managerial, professional, technical and skilled intermediate occupations (ILO, 2014), in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.2 Proportion of women in science and technical and vocational education and training programme graduates, girls and boys, with jobs, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.3 Proportion of earnings from wages paid in covered maternity leave for a duration of no less than 14 weeks, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.4 Gender pay gap in earnings in wage and self-employment, by occupation, in hours. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.5 Proportion of workers, women and men, with health insurance, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.6 Proportion of workers, women and men, with retirement benefits, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.7 Access of women and men to micro-finance, in percentage. [Metadata](#) | [BPfA](#)
- ❖ Indicator 3.1.8 Time spent on unpaid work (domestic and caring for children and elderly). [Metadata](#) | [BPfA](#)
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- ❖ Indicator 3.2.3 Gender Parity Index for lawyers. [Metadata](#) | [BPfA](#)
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📁 Institutional Mechanisms

### Strategic Objective F.5

Eliminate occupational segregation and all forms of employment discrimination

#### Para. 178(g)

"Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions, and through other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility in the labour market, and by stimulating the diversification of occupational choices by both women and men; encourage women to take up non-traditional jobs, especially in science and technology, and encourage men to seek employment in the social sector"

	<p>Indicator 3.1.3 Proportion of earnings from wages paid in covered maternity leave for a duration of no less than 14 weeks, in percentage</p>
<p>Rational and Gender Issues</p>	<p>Interest in widening working women's access to paid maternity leave (PML) has received prominence as a result of the Human Rights and Equal Opportunity movements across the globe. Women's participation in the labour market will increase with the support given to combined work load with child bearing and raising responsibilities.</p> <p>There are considerable cross-national differences in the use of leave entitlements by parents. To some extent this is related to entitlements to leave around childbirth (maternity, paternity and parental leaves) being conditional on previous work experience. Furthermore, even when parents are entitled to parental leave periods they do not always make full use of these entitlements. Some parents are reluctant to make use of their leave entitlement for a longer period of time as not being on the job may hampers career development and earnings progression. The availability of income support during the leave period is another key factor determining the parental use of leave entitlements. (1)</p> <p>The current standard for the duration of maternity leave is 14 weeks, as provided for in the Maternity Protection Convention, 2000 (No. 183). It provides for a basic level of protection that entitles women to 14 weeks' maternity leave with cash benefits to ensure continuity of income, daily breaks for nursing, and protection against dismissal during leave. More categories of women workers are now covered, including those women employed in atypical forms of dependent work who until now often received no protection. It includes health protection which provides a pregnant or breastfeeding woman with no obligation to perform work that is prejudicial or establishes a significant risk to the mother's health or that of her child. Protection from dismissal, although no longer absolute, now applies not only during maternity leave, but also during the entire pregnancy and a certain period of time after return to work. Women are also protected from discrimination in employment relating to maternity, and are entitled to a daily reduction of hours of work for breastfeeding without losing any pay. New developments under the Maternity Protection Recommendation, 2000 (No. 191), include provision for extension of maternity leave to at least 18 weeks, recognition of any leave under the Convention as a period of service, and parental leave entitlement following the expiry of maternity leave.</p>
<p>Definition</p>	<p>Entitlements received by working mothers in lieu of their maternity leave.</p>
<p>Description and method of computation</p>	<p>The proportion of earnings from wages paid in covered maternity leave for a duration of no less than 14 weeks divided by 14 weeks of women's full wages if not on maternity leave</p> <p>The indicator with a value of 100% suggests that women have full payment of wages during their 14 weeks of maternity leave. As the indicator's value approaches zero, it either indicate less pay of benefits during the standard 14 years, or the benefits have been distributed of a period of more than 14 weeks.</p> $\text{Proportion of earnings from wages paid in covered maternity leave during a period of 14 weeks} = \frac{\text{Benefits in covered maternity leave during a period of 14 weeks}}{\text{Full wages paid during the same period of 14 weeks when not on maternity leave}} \times 100$
<p>Sources and data collection</p>	<p>Legislative sources include national laws regarding maternity protection, labour, social security, equality and opportunity of treatment, occupational safety and health and sometimes conditions of work. Websites of Ministries of Employment, Labour, Health and Family of countries and of Social security offices, funds or boards; as well as other ILO databases and publications</p>
<p>Reference</p>	<p><a href="http://www.oecd.org/dataoecd/53/57/41927348.pdf">http://www.oecd.org/dataoecd/53/57/41927348.pdf</a>  <a href="http://www.ilo.org/public/english/protection/condtrav/family/maternity/standards.htm">http://www.ilo.org/public/english/protection/condtrav/family/maternity/standards.htm</a></p>



# Next Steps

- Core set of indicators, a subset of the Framework, to be compiled on regular basis
- Capacity building to compute remaining subsets
- Mainstream gender in remaining sectors to compile relevant statistics for remaining indicators