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EUROPEAN EXTERNAL ACTION SERVICE



The Director-General



Secretary General

Gender Action Plan III – 2021-2025

Country Level Implementation Plan– CLIP *Timor-Leste*

1. Context for EU action gender equality and women’s empowerment in the country

Gender Equality is enshrined in Timor-Leste’s Constitution, which states that all citizens are equal before the law and that no one shall be discriminated on grounds of different criteria among them gender. Timor-Leste (TL) has ratified most relevant international women and human rights conventions/treaties including the Convention on the Elimination of All Forms of Discrimination Against Women National (CEDAW), the Action Plan on UN Security Council Resolution 1325, the SDGs; it legislated several laws and codes to protect and enhance the role of women within the society; and adopted specific policies and strategies to support the Gender Equality and Women Empowerment (GEWE) process (major TL “Key Milestones” are summarised in Annex 2). The country has established a gender equality architecture, initially at the Cabinet in the Prime Minister’s Office and later elevated into the “Secretary of State for the Promotion of Equality” in 2007 – now the “Secretary of State for Equality and Inclusion” (SEII). This is supported by an “Inter-Ministerial Gender Working Group” and “Sector-Specific Gender Working Groups” across line ministries and at the municipal level. SEII is mandated to design, ensure execution, coordinate and evaluate Government policies for the promotion of gender equality. Women and women’s movements of Timor-Leste have been playing an active and important role in the struggle for independence, peace building, and politics and remained a vital force for the country's overall development. They have been among the leading advocates for raising the visibility of “Violence Against Women and Girl” (VAWG) as a priority concern and by expanding the dialogue on women’s economic empowerment and leadership and the rights of LGBTQI¹ including the protection of people with disabilities.

This “Country Level Implementation Plan- Timor-Leste” (CLIP Timor-Leste) was prepared in conjunction with the MIPs, in consultation with EU Member States present in Timor-Leste (Portugal and France), distributed for possible comments to Member States based in Jakarta and in dialogue with relevant national counterparts (eg.: Secretary of State for Equality and Inclusion), women’s organisations and other CSOs and international bodies/partners (UNWomen, UNFPA, UNICEF etc.). Contributions were also provided by the EU Delegation

¹ LGBTQI: Lesbian, Gay Bisex, Transex, Queer, Intersex

Team. In depth revision and analysing of most relevant sector documents included: a) the “EU Delegation Timor-Leste Gender Analysis” (2016) and EU-TL GAP II Plan (2017); b) the “2016 Demographic and Health Survey” (DHS-2016²); c) the last Government “CEDAW³ Report” (2019); d) the Asia Foundation’s “Nabilan Gender Baseline Study” (2016); and e) the 2020 the gender strategic analysis conducted by UN Women⁴.

It was established that important progresses have been made in GEWE, such as: a) the Government commitments and vision fostering strong civic space for NGOs/CSOs and democratic institutions; b) a good National legal framework, policies and plans; c) the 38% of women representation in the parliament; d) the ongoing implementation of a system to track GEWE financial allocation within the National State Budget.

On the other hand, significant challenges remains and were identified as following:

Women’s potential to contribute to economy is under-utilized. Only 1 of 5 women overall and 1 of 10 young women are active in labour force with many key sectors male-dominated (e.g. construction, resource management).

Gender commitments are under-resourced in the State Budget. Just a 0.01 per cent of 2017 State Budget is allocated to develop knowledge and to take action on gender equality commitments and monitor progress⁵.

Qualified women face patriarchal attitudes that limit their opportunities in leadership. Although women represent 38% in national parliament with a mandatory quota, only 21% are in Government leadership, and 5% in village leadership, where there is no quota. The law provides for equal rights in the inheritance of land as well of succession however, discriminatory customary patrilineal practices mean that equality is not always practiced especially in rural areas. In rural communities traditional gender roles, relationships and norms are still adhered to, with men expected to maintain power and control in relationships and have preferential access to meat and other nutritious food. While there are no legal restrictions on women’s access to financial services, including credit, the SEII reports that women have restraints to access credit. Women often need references, a husband’s signature or have difficulty filling out the forms due to illiteracy and, as such, experience barriers in applying for loans.

More than half of the population tolerates violence against women. Gender Based Violence (GBV) is the most common form of violence reported in Timor-Leste. It is a pervasive problem which is, furthermore, considered “normal” by many women. Around 59% of women aged 15 to 49 years have been victims of domestic violence, especially Intimate Partner Violence (IPV) 38%. Traditional/customary/consuetudinary rules still play an important role in cases of sexual and domestic violence, which are often settled by elders as the administrators of the traditional code, particularly in rural areas. There is an assumption that women who experience domestic violence do not seek help or cannot leave their husband because of their economic dependence or because they (and their children) will be in a worse situation if they leave. The lack of financial autonomy reduces the level of bargaining power for women and makes her more vulnerable to poverty in case of divorce, widowhood, abandonment or separation. The harmful impact of this violence is recognized as a barrier to sustainable and peaceful development. The discrimination and gender inequality at the root of violence against women is recognized by the Government in its National Strategic Development Plan 2011-2030 (NSDP), where it is acknowledged that: *“women in our nation are making an enormous contribution to our communities, farming sector, economy and homes – without proper recognition and often with*

² DHS: Demographic and Health Survey

³ Convention on the Elimination of All Forms of Discrimination Against Women

⁴ Gender Equality priorities and UN Women Timor-Leste – Strategic Note 2021-2025

⁵ A 2021 State Budget gender analysis has not been performed yet.

inadequate support. We must all work to change our mentalities and ensure that equal opportunities and rights are provided to our girls and women.”

To support the country’s efforts to achieve the SDGs and particularly SDG 5, in alignment with the National Strategic Development Plan (NSDP), the Prime Minister’s Office established a working group to oversee the SDGs implementation and led by the Head of the “Unit of Planning, Monitoring and Evaluation” (UPMA).

2. Selected thematic areas of engagement and objectives

In relation to the programming 2021-27, to reach GAP III targets, EUDs need to ensure that at least 85% of all new actions will have gender equality as a significant ([Gender Marker 1](#)) or principal objective ([Gender marker 2](#)) in each priority area/ sector of the MIP.⁶ GAP III puts forward “key thematic areas of engagement” and possible objectives⁷.

Building on above mentioned progress made and identified challenges; considering the draft “TL-Multiannual Indicative Plan” (MIP 2021-2027) and the “TL Human Right Country Strategy” (2021-2024); and following the dialogue and consultation with major Country GEWE stakeholder (SEII, UN Agencies, Sectors NGOs/CSOs, Bilateral Development Partners (DPs), Ministry of Social Security (MSS), Ministry of Health (MoH), etc.) and EU Member-states, below are listed the CLIP overall objective and related priority areas of engagement, that have been identified to support Timor-Leste to achieving its 2011-2030 National Strategic Development Plan and the Sustainable Development Goals targets. Other GAP III thematic areas not directly included in this CLIP will be taken into account during the policy and strategic dialogue with Government and Partners. During dialogue and consultation with partners the GEWE opportunities offered by the green transition and the digital transformation were deeply analysed and discussed. It was concluded that although this thematic areas will play a major role also in Timor-Leste, it will not be at the centre of the Government attention in the short medium term.

OVERALL OBJECTIVE:

To accelerate progress towards gender equality and women’s and girls’ empowerment in Timor-Leste.

PRIORITY AREAS FOR ENGAGEMENT IN TIMOR-LESTE:

1. Ensuring freedom from all forms of gender-based violence - *Every human being has the right to live a life free from all forms of violence.*
2. Strengthening economic and social rights and empowering girls and women - *Women and men in all their diversity should have equal opportunities, equal access to employment, decent work, and equal pay for equal work.*
3. Advancing equal participation and leadership - *Women and girls should participate equally in the public and private sphere.*

OVERALL AND SPECIFIC THEMATIC OBJECTIVES:

1. **Overall Thematic Objective 1 (Impact):** *Women, men, girls and boys are free from all forms of gender-based violence in the public and private spheres, in the work place and online;*

⁶ The OECD gender markers G1 and G2 will be applied: for G1 each action should include at least one specific objective on gender equality complying with and/or including targeted actions (OECD gender marker G2).

⁷ Refer to chapter 3 of the Joint Communication and to Part II of the SWD.

Impact Indicators:

- Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner, in the previous 12 months, by form of violence and by age (SDG 5.2.1⁸)
- Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (SDG 5.2.2⁹)

Specific thematic objective 1.1¹⁰ (Outcome)	Women, men, girls and boys in all their diversity are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement
Specific thematic objective 1.2 (Outcome)	Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict
Specific thematic objective 1.3 (Outcome)	Women, men, girls and boys in all their diversity, who experience sexual and gender-based violence have increased access to essential services and protection
Specific thematic objective 1.4 (Outcome)	The rights of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence, is promoted and better protected¹¹
Specific Objective 1.7 (Outcome)	Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence
Specific Objective 1.8 (Outcome)	Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes

Note: Selected key outcomes indicators are listed in Annex 3

2. Overall thematic objective 2 (Impact): Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights

Impact Indicators:

- Employment rate, disaggregated at least by sex
- Proportion of informal employment in non-agriculture employment, disaggregated at least by sex
- Average income of small-scale food producers, by sex and indigenous status. (SDG 2.3.2)
- Transition rate to higher education, disaggregated at least by sex
- Proportion of women in managerial positions (SDG 5.5.2)
- Health worker density and distribution (SDG 3.c.1)
- Maternal mortality ratio (SDG 3.1.1)
- Under-five mortality rate (SDG 3.2.1), disaggregated at least by sex
- Prevalence of undernourishment (SDG 2.1.1), disaggregated at least by sex

⁸ Tier II, UNICEF, UN Women, UNFPA, WHO, UNODC.

⁹ *Idem*, as above.

¹⁰ Specific Thematic Objective numbers correspond to those listed in the “Joint Staff Working Document”

¹¹ As agreed in accordance with the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

- Proportion of seats held by women in (a) national parliaments and (b) local governments (SDG 5.5.1, EU RF 1.8)
- Proportion of women in managerial positions (SDG 5.5.2)

Specific thematic objective 2.1 ¹² (Outcome)	Increased access for women in all their diversity to decent work in non-traditional, in particular science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems
Specific thematic objective 2.3 (Outcome)	Increased access for women in all their diversity to financial services and products, and productive resources
Specific thematic objective 2.4 (Outcome)	Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, and alternative livelihoods and strengthened participation in the green and circular economy
Specific thematic objective 2.5 (Outcome)	Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora
Specific thematic objective 2.6 (Outcome)	Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys
Specific thematic objective 2.7 (Outcome)	Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making
Specific thematic objective 2.8 (Outcome)	Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law

Note: Selected key outcomes indicators are listed in Annex 3

3. Overall thematic objective 3 (Impact): *Women, men, girls and boys, in all their diversity, participate equally in decision-making processes, in all spheres and at all levels of political and public life, including online, to take on leadership roles, to enjoy and exercise their human rights and seek redress if these rights are denied.*

Impact Indicators:

- Proportion of seats held by women in (a) national parliaments and (b) local governments (SDG 5.5.1, EU RF 1.8)
- Proportion of women in managerial positions (SDG 5.5.2)

Specific thematic objective 3.1 ¹³ (Outcome)	Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making
Specific thematic objective 3.2 (Outcome)	Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights

¹² Specific Thematic Objective numbers correspond to those listed in the "Joint Staff Working Document"

¹³ Specific Thematic Objective numbers correspond to those listed in the "Joint Staff Working Document"

Specific thematic objective 3.3 (Outcome)	Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law
Specific thematic objective 3.4 (Outcome)	Equitable social norms, attitudes and behaviours promoting equal participation and leadership by women and men fostered at community and individual levels – through education, media, culture and sports
Specific thematic objective 3.5 (Outcome)	Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership

Note: Selected key outcomes indicators are listed in Annex 3

Portugal is the only EU Member-state in Timor-Leste and committed to include the above GEWE thematic objective in their major education country programme. The TL France Cultural Institute will introduce GEWE topics in the study curricula of its French Language courses.

Civil Society organizations are formally consulted before the launch of thematic calls and through the EU-TL CSOs Roadmap. In addition informal meetings and trainings on EU policies, guidelines, etc. provide good opportunities for sharing information and possible coordination. CSOs in TL are also directly involved and actively participating in several formal and informal forums such as: SEII GEWE meeting, GBV Coordination Sub-Group meeting, Spotlight Initiative Steering Committee, etc.

3. Targeted action(s) supporting gender equality and women's empowerment

GAP III aims at increasing the number and effectiveness of actions having gender equality as principal objective¹⁴ with a target of a least one G2 action implemented in each country by 2025.

Although it is expected that all EU new financed programmes in TL will mainstream GEWE, the identification of specific gender target actions will be possible once the TL-MIP will be approved and a detailed implementation plan will be defined.

Currently the **national gender machineries/networks** such as SEII GEWE meeting, GBV Coordination Sub-Group meeting, Spotlight Initiative Steering Committee and women organizations associations (eg.: Rede Feto and Ajar) are substantially supported by the Spotlight Initiative where UNWomen, UNFPA, UNDP and ILO together with the EU Delegation play a major financial and technical role. The established network also ensures the required coordination with other bilateral partners (DFAT, USAID, Korea Cooperation, etc.) overall involved in GEWE and focusing on GBV.

4. Engage in dialogue for gender equality and women empowerment

Continues policy, strategic and operation dialogue with Government, EU MSs, Multi-Bilateral partners and Civil Society Organizations is carry out within the MIP process and the ongoing and future planned Sector Reform Performance Contracts (SRPCs) including their Complementary Actions. The Steering Committee EU global actions' such as the "Spotlight

¹⁴ Defined as G2 actions in line with OECD gender maker [G2](#). These actions should aim at achieving a long-lasting change tackling harmful gender norms and stereotypes, by implementing a comprehensive and gender-transformative approach.

Initiative” and the “Universal Health Coverage” provide an important occasion for gender dialogue. Meetings foreseen by the CSOs Roadmap and quarterly meeting with NGOs/CSOs implementing actions financed by the EU further complete the dialogue opportunities. The Spotlight Initiative supports the Government’s active participation to the CEDAW¹⁵ process. Timor-Leste gender approach and commitment will also benefit by its possible membership to ASEAN.

5. Outreach and other communication / public diplomacy activities

Visibility and Communication on GEWE and GBV is already broadly practised by the EU Delegation to Timor-Leste. All EU financed actions do have a V&C plan and the majority are including gender messages. The Delegation policy dialogue with Government, all official speeches and when pertinent Press Releases include a reference to GEWE. Mass and Social Media are often utilised. Every year, the Delegation regularly celebrates jointly with partners the Women Day and the LGBTQI Day. The “Girl Take Over” strategy is also facilitated.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

It is foreseen that the EU Delegation will continue to have in house acceptable GEWE technical capacity with the appointed Gender Focal Person, who in addition to verify the internal capacity for planning and reporting will ensure the gender active involvement of colleagues and different sectors.

Technical and financial contributions are expected from the Spotlight Initiative due to end in December 2022.

TL-MIP specific GEWE allocations of fund are currently not foreseen, but possibility during the detail planning exercise will be explored.

Date:

Signature by Head of Delegation:

¹⁵ CEDAW: Convention on the Elimination of All Forms of Discrimination Against Women

ACRONYMS

CAT	Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
CEDAW	Convention on the elimination of all forms of discrimination against women
CRC	Convention on the rights of the Child
CSOs	Civil Society Organizations
DFAT	Department of Foreign Affairs and Trade
DPs	Bilateral Development Partners
GBV	Gender Based Violence
GEWE	Gender Equality and Women Empowerment
ILO	International labour Office
IPV	Intimate Partner Violence
MoH	Ministry of Health
MSS	Ministry of Social Security
MIP	Multiannual Indicative Plan
NSDP	National Strategic Development Plan 2011-2030
SDGs	Sustainable Development Goals
SEII	Secretary of State for Equality and Inclusion
TL	Timor-Leste
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNWomen	United Nations entity dedicated to gender equality and empowerment of women
USAID	United States Agency for International Development
VAWG	Violence Against Women and Girl

KEY MILESTONES

**PROGRESS ON STATUS OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT (GEWE)
TIMOR-LESTE 2002—2017**

2002 The Constitution of Timor-Leste

- Guarantees equality between men and women and protection against discrimination based on sex (art. 16) and equality of rights and obligations in familial, political, economic, social, and cultural life (art.17).

2003 Ratification of international human rights conventions:

- **Convention on the elimination of all forms of discrimination against women (CEDAW)**
- **Convention on the rights of the Child (CRC)**
- **Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)**

2004

- Ratification of International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

2009

Penal Code criminalizes most sexual crimes

- **Law on Protection of Witnesses** protects safety and security of witnesses in criminal or civil proceedings to testify without fear of repercussions

2010

- **Parliamentary Resolution on Gender Responsive Budgeting (GRB)**
- **Law against Domestic Violence** defines acts of violence committed in a family context as public crimes
- **Civil Code**, which includes the Marriage, Divorce, Land and Property, Inheritance and family succession

2011

- **Strategic Development Plan 2011-2030** identifies **gender equality as a development priority** for the country
- Gender Working Groups and temporary special measures established (Law 7/2011) to increase **representation of women in Parliament.**

2012

Labour Code guarantees **equality of opportunity** and treatment in employment and **prohibiting verbal, non-verbal and physical sexual harassment**

- **National Action Plan on Gender-Based Violence (NAP GBV) 2012-2016**
- **National Policy for Inclusion and Promotion of the Rights of Persons with Disabilities**

2014

National Strategy and Action Plan on Private Sector and Gender (2014-2017)

2015

Maubisse Declaration commits to promote and fulfill the **rights of rural women**

- Government adopts **Sustainable Development Goals**, including **Goal 5 on Gender Equality**

2016

National Action Plan on UN Security Council Resolution 1325 (Women, Peace, and Security)

- **National Policy on Youth**
- **Strategy for Women's Economic Empowerment**

2017

Human Rights Council Recommendations to eliminate discrimination on the basis of **sexual orientation and gender identity** approved by Council of Ministers

- **NAP on Gender Based Violence 2017-2022** and NAP coordination entity approved
- **Government's Resolution on Equal Salary, and Microfinance credit for small and medium business**
- **Approved Land and Expropriation Law** promotes "equality between women and men" and **prohibits discrimination in use and transfer of land**
- **The 2017 Inclusive Education Policy** encourages the return to and completion of formal or nonformal education by teenage mothers
- **Gender-Responsive Budgeting** is integrated in the Public Finance Management guideline
- **National Roadmap for SDGs** emphasizes **gender equality across Goals**
- **Guidelines on Sexual Harassment** approved by Civil Service Commission

SELECTED KEY OUTCOMES INDICATORS

The below List of Indicators Serve as Guideline and is not Compulsory

Overall Thematic Objective 1 (Impact): *Women, men, girls and boys are free from all forms of gender-based violence in the public and private spheres, in the work place and online*

Specific thematic objective 1.1 (Outcome)	Women, men, girls and boys in all their diversity are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Extent to which legislation and/or policy prohibiting/addressing VAWG has been developed, strengthened and/or implemented (results framework of the Service for Foreign Policy Instruments –FPI RF) ▪ Number of individuals benefiting from EU-funded programmes to counter sexual and gender-based violence (indicator to be integrated into the European Union results framework – EU RF) ▪ % of referred cases of gender-based and sexual violence against women and children that are investigated and sentenced (FPI RF)
Specific thematic objective 1.2 (Outcome)	Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ % of women and girls who report feeling or/and experiencing increased safety in private and public spheres (including mobility) ▪ Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 (SDG 5.3.1) ▪ Proportion of people who think it is justifiable for a person to subject an intimate partner to violence, by gender and age of the respondent (SI 3.1 amended)
Other thematic outcome indicators	<ul style="list-style-type: none"> ▪ Number of community and religious leaders who publicly condemn gender-based violence, disaggregated at least by sex ▪ Number of policy-makers who publicly condemn gender-based violence, disaggregated at least by sex ▪ Number of media representatives and influencers who publicly condemn gender-based violence, disaggregated at least by sex
Specific thematic objective 1.3 (Outcome)	Women, men, girls and boys in all their diversity, who experience sexual and gender-based violence have increased access to essential services and protection

Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ % of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector i.e. (a) government services and civil society services; or (b) social welfare, legal aid, housing/shelter, police protection (SI 4.1 amended) ▪ % of gender-based violence cases reported to the police, brought to court which resulted in the perpetrators being sentenced, disaggregated at least by sex
Other thematic outcome indicators	<ul style="list-style-type: none"> ▪ % of gender-based violence cases reported to the police that are brought to court, per year, disaggregated at least by sex ▪ Number of adequate, easily accessible and protected shelters for victims of gender-based violence available
Specific thematic objective 1.4 (Outcome)	The rights of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence, is promoted and better protected¹⁶
Key thematic outcome indicator	<ul style="list-style-type: none"> ▪ Number of women, men and adolescents of reproductive age using modern contraception methods with EU support (EU RF 2.6¹⁷)
Specific Objective 1.7 (Outcome)	Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Extent of use of social accountability mechanisms by civil society in partner country in order to monitor and engage in ending violence against women and girls (SI 6.2) ▪ Number of coordinated actions by women's rights organisations, autonomous social movements and relevant civil society organisations in partner country to advocate jointly on ending violence against women and girls (SI 6.1) ▪ Extent to which women civil society organisations working on violence against women and girls¹⁸ have been engaged on policy development and / or implementation of the action (FPI RF) ▪ Number of grassroots civil society organisations benefiting from (or reached by) EU support (EU RF)
Specific Objective 1.8 (Outcome)	Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes

¹⁶ As agreed in accordance with the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

¹⁷ As per the SWD 444(2018) final, all EURF indicators include “with EU support” in their formulation so this is reproduced here. In line with the contribution approach explained in the introduction, the same is understood for the remaining GAPIII indicators.

¹⁸ Terminology used under FPI results framework.

Key thematic outcome indicator	<ul style="list-style-type: none"> ▪ Extent to which partner country national statistics office, police, justice sector, healthcare institutions and others collect quality, globally comparable and at least disaggregated by sex data annually in line with international standards, on the prevalence and incidences of gender-based violence, and harmful practices where relevant ▪ Extent to which data collection on the prevalence and incidence of gender-based violence is coordinated among key actors ▪ Extent to which data on the prevalence and incidence of gender-based violence is analysed and published at national and/or decentralized levels
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Overall thematic objective 2 (Impact): *Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights*

Specific thematic objective 2.1 (Outcome)	Increased access for women in all their diversity to decent work in non-traditional, in particular science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organisation (ILO) textual sources and national legislation, by sex and migrant status (SDG 8.8.2) ▪ Number of measures in place in partner countries to protect the rights of women workers, including domestic workers, and their access to decent work and social security [e.g. ratification and implementation of CEDAW, ILO fundamental conventions¹⁹ and C190 on Violence and Harassment in the World of Work and C189 on Domestic Workers.] ▪ Extent to which the partner country's gender equality and decent work policy is implemented
Specific thematic objective 2.3 (Outcome)	Increased access for women in all their diversity to financial services and products, and productive resources
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control (SDG 5.a.2) ▪ Number of policy, regulatory or legal reforms adopted to support women's employment and entrepreneurship, such as in terms of ownership and land rights, inheritance, mobility, access to identification
Other thematic outcome indicator	<ul style="list-style-type: none"> ▪ Extent to which measures are in place to facilitate women and men's ownership of an individual bank account, disaggregated at least by sex

¹⁹ [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#), [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#), [Forced Labour Convention, 1930 \(No. 29\)](#) (and its [2014 Protocol P029](#)), [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#), [Minimum Age Convention, 1973 \(No. 138\)](#), [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#), [Equal Remuneration Convention, 1951 \(No. 100\)](#), [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#).

Specific thematic objective 2.4 (Outcome)	Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, and alternative livelihoods and strengthened participation in the green and circular economy
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Number of gender-responsive policies approved by partner government in the green economy sector ▪ Number of gender-responsive policies approved by partner government in the circular economy sector
Other thematic outcome indicators	<ul style="list-style-type: none"> ▪ Number of women beneficiaries of business development services who registered their own business, including social enterprises <ul style="list-style-type: none"> ○ In general ○ In the green economy sector ○ In the circular economy sector ▪ Number of gender responsive programmes by partner government that increase access for women and girls to safe, affordable, accessible and sustainable public transport in rural and urban areas
Specific thematic objective 2.5 (Outcome)	Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ % of women nominated to senior level positions in public sector (e.g. ministries of finance, economic planning, business development) ▪ % of women nominated to senior level positions in private sector (e.g. investment boards / fund management teams, corporate boards, CEOs, business associations, chambers of commerce, cooperative boards, professional bodies, etc.) ▪ Proportion of women in high level negotiation and mediation fora (peace, trade, investment, post-conflict and distribution) (FPI RF)
Specific thematic objective 2.6 (Outcome)	Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Gender parity in school enrolment and primary and secondary completion rates (SDG 4.5.1) ▪ Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes leading to jobs ▪ Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill, by sex (SDG 4.4.1)

Other thematic outcome indicators	<ul style="list-style-type: none"> ▪ Extent to which partner government policy on gender equality in education at all levels is resourced and implemented ▪ Extent to which government policy promotes teacher education and teaching practices that are gender-sensitive and inclusive ▪ Extent to which government policy creates a supportive environment for pregnant girls to remain in, or to return to school ▪ Extent to which government has implemented infrastructure policies that are supportive of girls' school attendance, such as safe schools close to where children live or affordable school transport ▪ Completion rate (primary education, lower secondary education, upper secondary education), by sex (SDG 4.6.1 amended) ▪ Number of teachers trained on inclusive gender-sensitive education of management staff working in the public education sector who are women (disaggregated by level – school, district or national level) ▪ Existence of child-friendly, accessible and accountable school mechanisms and systems to take action on reported cases of school related gender based violence
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3. Overall thematic objective 3 (Impact): *Women, men, girls and boys, in all their diversity, participate equally in decision-making processes, in all spheres and at all levels of political and public life, including online, to take on leadership roles, to enjoy and exercise their human rights and seek redress if these rights are denied.*

Specific Objective 3.1 (Outcome)	Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Number of specific actions taken by partner country government (such as quota systems or other similar measures) to address discriminatory practices and improve women's representation in parliament and government institutions and decision-making positions, at regional, national and local level
Other thematic outcome indicators	<ul style="list-style-type: none"> ▪ Extent to which female leaders influence policy and decision-making, including in conflict-affected contexts ▪ Extent to which local and national media portray positive images of women and girls in political and public life ▪ Number of reforms and specific measures taken by the national parliament and parliamentary committees to implement existing gender equality and women's empowerment policy commitments on women's participation in decision-making ▪ Number of reforms and specific measures taken by government monitoring bodies to monitor the implementation of existing policy commitments on women's and girls' participation in decision-making
Specific thematic objective 3.2 (Outcome)	Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights

Key thematic outcome indicators	<ul style="list-style-type: none"> Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (SDG 5.1.1) Extent to which legislation is revised to remove gender-discriminatory clauses on family, divorce, custody of children, inheritance, employment, pay, social security, ownership of assets, land etc.
Other thematic outcome indicators	<ul style="list-style-type: none"> Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law (SDG 16.b.1) Number of consultations by partner government at national and local level with women's rights organisations engaged in law reform advocacy
Specific thematic objective 3.3 (Outcome)	Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law
Key thematic outcome indicators	<ul style="list-style-type: none"> Number of victims of human rights violations, disaggregated at least by sex, directly benefiting from assistance funded by the EU (EU RF)²⁰ Number of women human rights defenders who have received EU Support²¹ Extent to which women's rights organisations, feminist organisations and other CSOs, peacebuilders and women human rights defenders working for gender equality and women's and girls' empowerment and rights are able to work independently without fear of their safety and security
Other thematic outcome indicators	<ul style="list-style-type: none"> Extent to which human rights violations against women, men, girls and boys are reported in local and national media, disaggregated by sex Extent to which reports in local and national media on human rights violations against women, men, girls and boys are free from social norms and gender-stereotypes Number of women's rights organisations, peacebuilding organisations, feminist organisations, and women human rights defenders' organisations who participated in consultations around new policies and draft legislation with the regional, national and local government/state actors
Specific thematic objective 3.4 (Outcome)	Equitable social norms, attitudes and behaviours promoting equal participation and leadership by women and men fostered at community and individual levels – through education, media, culture and sports
Key thematic outcome indicators	<ul style="list-style-type: none"> Extent to which local and national media challenge discriminatory social norms and gender stereotypes about women's and girls' participation and leadership Extent to which women and girls are visible and portrayed as equal contributors to society in the media, literature, cultural and sports arenas Extent to which local and national leaders and influencers, including traditional, religious and community leaders, engage in initiatives to challenge and change social norms and discriminatory gender stereotypes

²⁰ This is an output indicator and not an outcome indicator. It was included here for its importance as regards GAP III and the availability of aggregated data.

²¹ Idem.

Other thematic outcome indicators	<ul style="list-style-type: none"> ▪ % of parents who believe it is acceptable to talk to their children about menstruation, disaggregated at least by sex ▪ Extent to which instances of gender-based discrimination are covered in local and in national media ▪ Existence of media observatory, whose remit includes monitoring and recording coverage of women's and girls' participation and leadership
Specific thematic objective 5 (Outcome)	Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership
Key thematic outcome indicators	<ul style="list-style-type: none"> ▪ Existence of up-to-date data available, on: a) women in politics, and b) violence (including online violence) and abuse faced by women in politics and public life at regional, national and local levels

