



**PUNJAB COMMISSION ON  
THE STATUS OF WOMEN**



# **SURVEY INDICATORS**



**GENERATING  
DATA TO ADVANCE  
WOMEN'S  
SOCIAL & ECONOMIC  
WELLBEING  
IN PAKISTAN  
2016 - 2018**

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This publication is an outcome of the “*Generating Data on Social and Economic Wellbeing of Women in Pakistan*” project, implemented by the Punjab Commission on the Status of Women and the Punjab Bureau of Statistics.

The PCSW acknowledges the support received from the Department for International Development (DFID) and the UNFPA for the project.

The indicators are a result of the deliberations of the Technical Team and Working Group for the project convened by the PCSW (April 2017- November 2017), and do not necessarily reflect the views of PCSW, DFID, or UNFPA.

Additional information about these indicators can be obtained from the Punjab Commission on the Status of Women, Lahore, Pakistan.

Tel: (92) 42-99268000-4; E-mail: [info.pcsw@punjab.gov.pk](mailto:info.pcsw@punjab.gov.pk)

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## FOREWORD

By Chairperson PCSW

The Punjab Commission on the Status of Women (PCSW) acts as an oversight body to ensure that laws, policies and programs of the Government of Punjab promote women's empowerment and that efforts are made to facilitate socio-economic development of women to eliminate discrimination against women in all spheres of life.

An important step towards promoting women's rights involves formulation and implementation of effective and well-targeted policies and initiatives. This journey from standard-setting to implementation largely depends on availability of appropriate tools for policy formulation and evaluation. Indicators, both qualitative and quantitative, are one such essential tool.

The PCSW plans to generate reliable data on key indicators for women's economic and social wellbeing through a representative district level survey. The indicators presented here align with relevant indicators for SDG 5 and SDG 8 and were developed for the survey that aims to provide baseline data.

This document provides a comprehensive, though not exhaustive, list of indicators for measuring women's economic and social wellbeing and is a valuable addition to existing resources and references on women-centered policy research. I hope it will serve as useful reference for organizations, researchers and university students. PCSW gratefully acknowledges the valuable inputs from multiple stakeholders, the Technical Working Group, international consultant to the Punjab Bureau of Statistics Dr. Lantona Sado, and the technical team of the PCSW led by Dr. Yasmin Zaidi.



Fauzia Viqar  
Chairperson  
The Punjab Commission on the Status of Women

# GENERATING DATA TO ADVANCE WOMEN'S SOCIAL AND ECONOMIC WELL-BEING IN PAKISTAN

## INTRODUCTION

The Punjab Commission on the Status of Women (PCSW), in collaboration with Punjab Bureau of Statistics (BOS) has undertaken a project, titled, Generating Data to Advance Women's Social and Economic Wellbeing in Pakistan. The project is supported by DFID and executed through UNFPA. The objectives of this project are twofold:

1. To generate provincial and district level representative data on the economic and social status of women in Punjab. This data will serve as a baseline for monitoring of Sustainable Development Goals (SDGs) 5 and 8, identifying policy gaps and informing formulation of effective policies. In particular the survey will identify factors that inhibit or facilitate women's economic activity.
2. To model evidence-based and targeted interventions, to improve women's economic participation and entrepreneurship. There are two interventions, the Employment Facilitation Hub (EFH) and the Women's Economic Incubator (WEI).

The baseline survey is based on a list of indicators, developed through a comprehensive consultation process by the PCSW and the BoS that involved academics, researchers, civil society and government departments. We gratefully acknowledge the support and valuable inputs from the Technical Working Group of the PCSW.

Additionally, consultations were also held with relevant external stakeholders, such as, representatives for minorities and for persons with disabilities as well as private sector employers and training institutes. The survey will be with women ages 15-64, and will include two specific subpopulations i.e. women with disabilities and non-Muslim women. Women working in the formal and informal private sector in 8 large cities of Punjab will also be interviewed separately.

The indicators are grouped in five domains and are disaggregated by age, sex, rural/urban and disability status as feasible.

The indicators are clustered under five domains:

**Domain I Economic Participation and Access to Resources**

**Domain II Education and Training**

**Domain III Health**

**Domain IV Public and Social Life and Decision-Making**

**Domain V Human Rights of Women**

We hope that this detailed list of indicators will serve as a useful reference for other organizations to include in their work, particularly in their mainstream activities.

## **A CONCEPTUAL FRAMEWORK FOR ECONOMIC & SOCIAL WELLBEING OF WOMEN**

The PCSW recognizes that the economic and social wellbeing of women in Pakistan is a complex, interlinked phenomenon that requires greater and nuanced understanding. Evidence from Pakistan and around the world shows that women's economic empowerment is a key metric for bringing change. Pathways to economic empowerment include decent employment, equitable gender relations at household and community levels and gender sensitive and responsive institutions, legislation and regulatory frameworks. These pathways are shaped by the resources, norms and institutions.

Resources are the building blocks, at the individual or community level women can draw on to succeed economically or to exercise power and agency. Norms and Institutions, the organizational and social systems govern activities and mediate relations between individuals and their social and economic environment, and influence how resources are distributed and used. Key resources include human capital (e.g., education, skills, training), financial capital (e.g., loans, savings),

social capital (e.g., networks, mentors), physical capital (e.g., land, machinery). Norms include gender defined roles, taboos, restrictions and expectations such as whether or not it is appropriate for women to be in public spaces, hold certain types of jobs, or manage money. Institutions include legal and policy structures, economic systems, market structures, marriage, inheritance and education systems.

A comprehensive framework for ensuring the economic and social empowerment of women thus has to operate at the macro, meso and micro levels and should include i) an enabling institutional framework that supports women's economic and social empowerment, economic and social security, and rights through laws and policies and their implementation, and through institutions ii) enhanced economic opportunities that supports women's access to decent work, increase agricultural productivity and incomes, and become successful entrepreneurs iii) enhanced social wellbeing and agency of women to influence and make social, economic and political decisions and challenge discriminatory social and cultural norms that impede their full economic and social participation.

## THE FIVE DOMAINS

The indicators have thus been designed in the perspective of all these varied levels. The five domains emerged from a discussion on the different economic and social factors which impact women's ability to access and leverage opportunities. The domains cover all aspects of women's economic participation in the formal and informal sector as well as private employment. They also cover different social aspects that are linked to economic participation such as education and training, health, decision making, violence against women, awareness of rights and access to services and duty bearers.

Within each domain the possible indicators were discussed before inclusion in the list. Further the technical team conducted an extensive review of the existing sources of standardized gender indicators. These included the SDGs, the UN Minimum Set of Gender Indicators, the Core Set of Gender Indicators for the Asia Pacific Region, Labour Force Survey



(LFS), the Pakistan Social and Living Measurement Survey (PSLM), Multi-cluster Indicators Survey (MICS), Demographic and Health Survey (DHS), the NCSW VAW indicators and measures from different global surveys.

The team sifted through the list of all indicators relevant to assessing the economic and social status of women, and selected some that were pertinent to the PCSW project and its objectives.

## CRITERIA FOR INCLUSION OF INDICATORS

The second step was to assess whether reliable data is collected regularly for the indicators that measure these key factors and the ones that are important but for which data is not collected.

Indicators had to be measurable, potential for inclusion in regular ongoing national and provincial surveys (such as the LFS, PSLM and MICS) and offer baseline data for tracking of key SDG 5 indicators. A few new indicators were developed that were relevant to Pakistan. Standardized indicators are preferred to assure comparability with other surveys, nationally and globally.

Data on women's economic activities in Pakistan is collected at provincial level by the Labour Force Survey, and every two years at district level by the PSLM (on a limited scale). However, this data is prone to bias as it is not asked directly of women, enumerators are mostly male, and the questionnaire emphasizes regular paid employment, which automatically marginalizes most women. Thus, while a number of the LFS indicators are included these have been tailored to capture the diversity of women's work.

National and provincial surveys frequently collect detailed household and institutional data on education and health. Therefore, few indicators from these two social sectors are included here, on the assumption that data is available elsewhere. Only those have been included that are not captured in other district level surveys such as fistula and cancers common to women.

In public and social life, the indicators capture community and social networks, engagement with formal and informal institutions and duty bearers, and decision-making as an important facet of empowerment, particularly for women. This domain includes indicators that relate to key areas of a woman's life in Pakistan, where ability to make decisions can enhance her economic and social wellbeing. It covers household decision-making on education, employment, health, asset ownership, inheritance etc.

The domain on human rights of women includes indicators to assess discrimination, harmful social practices (child marriage, early childbearing), sexual harassment and violence against women.

## DATA ON KEY INDICATORS

**Table 1. Select Socio Economic Indicators for Women (Punjab)**

	Punjab Total	Rural	Urban
Refined Female Labor Force Participation Rate (ages 15 -64) <sup>1</sup>	33	42	15
Refined Female Youth Labor Force Participation Rate (ages 15-24) <sup>1</sup>	27	34	14
Female Literacy Rate (ages 15-64) <sup>1</sup>	52	42	70
Registered Female Voters (%) <sup>2</sup>	44	-	-
Female Proprietors of Small Scale Industries (%) <sup>2</sup>	4.2	-	-
Females Allotted Land by Government of Punjab 2012 -13 (%) <sup>2</sup>	1	-	-
Average Value of Land Ownership (Sq. Meters) <sup>2</sup>	1,248	-	-
Percentage of (ever married) women who experienced Emotional or Physical Spousal Violence <sup>2</sup>	39.3	40	37.9

Source:

1. Center of Gender and Policy Studies 2017 Status of Rural Women in Pakistan. Islamabad. Data from the *Pakistan Labor Force Survey (2014-15)*. Islamabad
2. Punjab Commission on the Status of Women (PCSW). 2016. *Punjab Gender Parity Report (2016)*. Lahore. <http://pcsw.punjab.gov.pk/system/files/PGPR.pdf>
3. National Institute of Population Studies (NIPS) and ICF International. 2013. *Pakistan Demographic and Health Survey 2012-13*. Islamabad, Pakistan, and Calverton, Maryland, USA: NIPS and ICF International. [http://www.nips.org.pk/abstract\\_files/PDHS%20Final%20Report%20as%20of%20Jan%202022-2014.pdf](http://www.nips.org.pk/abstract_files/PDHS%20Final%20Report%20as%20of%20Jan%202022-2014.pdf)

# **INDICATORS**

**WOMEN'S SOCIAL  
AND ECONOMIC  
WELL-BEING  
IN PAKISTAN**

# DOMAIN I

## Economic Structures, Participation in Productive Activities and access to resources



#	INDICATOR	DESCRIPTION	REFERENCE
1.1	Labour force participation rate of young women	The ratio of the women labour force aged 15-24 years to women aged 15-64 years expressed as percentage	UN Indicator
1.2	Labour force participation rate of adult women	The ratio of the women labour force aged 25- 64 years to the women 15-64 years expressed as percentage	
1.3	Reported number of hours on paid work	Average number of hours women aged 15-64 years spent on paid work in last one week	UN Indicator SDG 8.5.1
1.4	Hours spent on unpaid work	Average number of hours women aged 15-64 years spent on unpaid work (excluding domestic work)	
1.5	Reported number of hours spent on unpaid domestic work	Proportion of time spent on unpaid domestic work by women aged 15-64 years	SDG 5.4
1.6	Cash Earnings of women employees	Proportion of women aged 15-64 years who earn cash	SDG 8.5.1
1.7	Employed women as own-account workers	Proportion of employed women aged 15-64 years who are own-account workers	UN Indicator
1.8	Employed women working as contributing family workers	Proportion of employed women aged 15-64 years who are working as contributing family workers	UN Indicator
1.9	Employed women as employer	Proportion of employed women aged 15-64 years who are employers	UN Indicator
1.10	Businesses/enterprises owned by women	Proportion of women aged 25-64 years who run a business/enterprise: a) formal, b) informal	UN Indicator
1.11	Women entrepreneurship	Proportion of women aged 15-64 years who feel empowered and: a) have knowledge to start their own business, b) have skills and information c) can take the decision to start their business	
1.12	Women as managers	Proportion of women aged 15-64 years in managerial positions	SDG 5.5.2
1.13	Distribution of employed women by sector	Percentage distribution of employed women aged 15-64 years, by sector (Agriculture, industry and services sectors by ISIC).	UN Indicator
1.14	Employment of women in the informal economy	Proportion of women's informal employment in non-agriculture employment	SDG 8.3.1
1.15	Part-time work for women	Proportion of employed women aged 15-64 years who work part-time	
1.16	Unemployment Rate of women	Proportion of women aged 15-64 years who are unemployed and seeking a job	SDG 8.5.2
1.17	Vulnerable employment	Proportion of women aged 15-64 working as contributing family workers and own-account workers	
1.18	Underemployment (Time-related) Rate	Underemployment (Time-related) Rate is the time related underemployed population expressed as a percentage of the currently active population	Labour Force Survey (LFS)

#	INDICATOR	DESCRIPTION	REFERENCE
1.19	Women doing multiple economic activities	Proportion of women aged 15-64 years who during the reference period carried out more than one economic activity (formal and informal)	
1.20	Home based women worker	Proportion of women aged 15-64 years who are currently working (paid or unpaid) inside home (own or other)	BOS Punjab
1.21	Home based workers who are students	Proportion of female students aged 15-18 years and/or 19-24 years in household involved in home-based working activities	BOS Punjab
1.22	Long term occupation status	Percentage distribution of women aged 15-64 years by occupation in a period of 12 months	DHS
1.23	Permission to work	Percentage distribution of women aged 15-64 years by the need for permission to work: a) no need for permission, b) yes, need permission by husband, c) yes, need permission by father (father in law)/other adult male family members, d) yes, need permission by mother (mother in law)/other adult female family members	
1.24	occupation Current Husband	Percentage distribution of currently married women aged 15-64 years by husband's occupation status (last 12 months)	DHS
1.25	Social security benefits	Proportion of women aged 15-64 years who are receiving social security benefits: a) Old age pension, b) Old age Grant, c) Disability pension (temporary and permanent) d) Survivor pension, e) Sickness benefits, f) Maternity benefits, g) Work injury benefit h) Other, specify	SDG 1.31
1.26	Social protection	Proportion of women aged 15-64 years who benefit from Social Protection instruments for the poorest and most vulnerable groups such as: (a) BISP basic income support (cash benefits), (b) Sehat card and c) Zakat	SDG 1.31
1.27	Women employment and young child care	Employment rate of mothers aged 15-64 years with a child under age 3 living in a household	UN Indicator
1.28	Women and child care	Proportion of time spent (per day) on paid or unpaid child care	SDG 5.4.1
1.29	Women and sick/elderly care	Proportion of time spent (per day) on paid or unpaid elderly/sick care	SDG 5.4.1
1.30	Women and unpaid domestic work	Proportion of time spent (per day) on unpaid domestic work (excluding child care and other care work)	SDG 5.4.1
1.31	Entitlement to annual leave	The number of days in a year that women workers aged 15-64 years in paid employment are entitled to obtain annual leave	
1.32	Entitlement to sick leave	The number of days in a year that women workers aged 15-64 years in paid employment are entitled to obtain sick leave	
1.33	Inadequate Workplace Facilities as barriers to work	Proportion of women aged 15-64 years who cite lack of workplace facilities as a barrier to working e.g. day care/ transport/ women's washrooms/ flexible timings	New
1.34	Interruption of work	Proportion of women aged 15-64 years who had to quit work during (latest) pregnancy or after (latest) child birth because of: a) ill health b) employer's order c) increased domestic work load	
1.35	Access to credit	Proportion of women aged 18-64 years who have access to credit: a) for running business, b) mortgage credit	UN Indicator
1.36	financial Accounts at a formal institution	Proportion of women aged 18-64 years with an account at a bank or other financial institution or with a mobile-money-service provider	SDG 8.10.2

#	INDICATOR	DESCRIPTION	REFERENCE
1.37	Using financial accounts	Proportion of women aged 18-64 years who need permission from: a) Parents, b) Husband, c) Parents in law, and/or d) other specify, to use their financial accounts	
1.38	Ownership of assets	Proportion of women aged 15-64 years who are owning through marriage, dowry or inheritance: a) House, b) Agricultural land, c) Land, d) Livestock, e) Shop/office, f) Business	DHS SDG 5.a.1
1.39	Secure tenure rights to land	Proportion of adult women aged 15-64 years with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by type of tenure	SDG 5.a.1
1.40	Access to Internet	Proportion of women aged 15-64 years who are using internet for personal use	UN Indicator SDG 17.8.1
1.41	Use of mobile phones	Proportion of women aged 15-64 years who are using mobile/cellular telephones	UN Indicator
1.42	Awareness of Labour Rights	Percentage distribution of employed women aged 15-64 years who are aware of the following labour rights: a) Equality before the law and prohibition of discrimination on the grounds of sex alone; b) Ensuring that children and women are not employed in vocations unsuited to their age or sex; c) Minimum age for Young Workers	SDG 8.8.2
1.43	Work Satisfaction Rate	Percentage distribution of employed women aged 15-64 years who are satisfied with their current work situation	New
1.44	Access to career opportunities	Proportion of women aged 15-64 years who have or had: a) access to career counseling at their educational institution, b) training (pre and/or during job), c) opportunities for promotion at work	
1.45	Access to public transport	Proportion of women aged 15-64 years a) that have convenient access to public transit stop within 0.5 km from the dwelling b) who cite access to transport as a barrier to economic participation	SDG 11.2.1

# DOMAIN II

## EDUCATION



#	INDICATOR	DESCRIPTION	REFERENCE
2.1	Literacy rate of women	Proportion of women aged 15-64 years who can both read and write (with understanding) a short simple statement on her everyday life.	UN Indicator
2.2	Completed years/grades of school	Proportion of women aged 15-64 years who have completed xx years of schooling	-
2.3	Participation in formal or non-formal education or training	Proportion of girls aged 15-64 years participating in the following formal or non-formal education or training (within last 12 months): a) TVET, b) tertiary education, c) adult education, d) microenterprise training e) other relevant types	SDG 4.4.1
2.4	Youth not in education, employment or training	Proportion of women aged 15-24 years not involved in education, employment or training	SDG 8.6.1
2.5	Transition from higher secondary education to labour market	Transition rate of girls from higher secondary education to the labour market	Labour Force Survey (LFS)
2.6	Transition from formal education to labour market	Average length of time between leaving formal education and starting the first job (formal or informal)	
2.7	Employment rates of recent graduates	The employment rates of young women aged 20-34 years who have recently graduated from either upper secondary or tertiary levels of education	Labour Force Survey (LFS)
2.8	Training for skills development	Proportion of women aged 15-64 years receiving training for skill development from public or private institutions	SDG 4.4.1
2.9	Barriers to participation in training for skills development	Proportion of women who cannot participate in a training for skill development due to: a) transport, b) financial means, c) spousal/family/male consent, d) domestic responsibilities, f) pregnancy, g) GBV or threats to safety, h) burden of care	
2.10	Barriers to young women's participation in formal education	Proportion of young women aged 15-24 years who cannot attend formal education due to restrictions on: a) transport, b) financial means, c) spousal/family/male consent, d) pregnancy, e) GBV or threats to safety, f) burden of care	
2.11	Entrepreneurship/microenterprise training	Proportion of women aged 15-64 years who received entrepreneurship/microenterprise training	SDG 4.4.1

# DOMAIN III

## HEALTH CARE



#	INDICATOR	DESCRIPTION	REFERENCE
3.1	Health insurance	Proportion of women aged 15-64 years who have private or public health insurance	WHO
3.2	Family planning	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods	SDG 3.7.1
3.3	Women suffering from fistula	Proportion of women aged 15-64 years suffering from fistula	DHS
3.4	Physical health consequences of violence against women	Proportion of women aged 15-64 years who have experienced the following physical health consequences due to physical violence: a) acute or immediate physical injuries, b) more serious injuries/disabilities c) long-term health problems	WHO
3.5	Mental health consequences of violence against women	Proportion of women aged 15-64 years who have experienced the following mental health consequences due to physical and/or psychological violence: a) depression/stress b) sleeping and eating disorders, c) self-harm and suicide attempts	WHO



# DOMAIN IV

## Public Life, Social Life and Decision-Making at Home And Outside Home

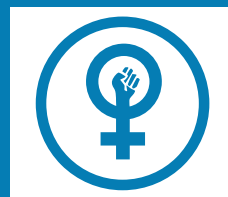


#	INDICATOR	DESCRIPTION	REFERENCE
4.1	Knowledge on the legal frameworks	Proportion of women aged 15-64 years who have any knowledge on the legal frameworks in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	SDG 5.1
4.2	Political participation	Proportion of women and girls aged 15-64 years ever prevented from participating in the following political activities: a) attend political gathering, b) vote, c) contest in elections, d) join a political party	NCSW VAW Indicators
4.3	Involvement in public life	Proportion of women aged 15-64 years that claim to be active in: a) political party, b) trade union/professional associations, c) parents' association, d) religious group, e) voluntary/community group, f) social/sports group, g) women's institute/women's group	New
4.4	Social networks	Proportion of women aged 15-64 years who are active in social networks: a) talk to the neighbors, b) meet friends, c) meet relatives	New
4.5	Division of household tasks	Proportion of women aged 15-64 years who do the following tasks in the household: a) cleaning b) washing, c) shopping	New
4.6	Decision-making about property	Proportion of women aged 15-64 years who make decision on property or productive resources at home	Measure Evaluation
4.7	Women's control over her cash earnings	Proportion of women aged 15-64 years who have control over their cash earnings	DHS
4.8	Participation of women in household decision-making	Proportion of women aged 15-64 years who are able to make decisions regarding: a) own health care including sexual and reproductive health, b) own education, c) making major household purchases, d) formal employment and/or care of children/elderly/sick d) visits to family friends or relatives.	Measure Evaluation SDG 5.6.1
4.9	Supportive immediate family relationships	Proportion of women aged 15-64 years that receive support/help from family in case of articulated need	New
4.10	Supportive social network	Proportion of women aged 15-64 years that receive support/help from relatives and friends in case of articulated need	New

#	INDICATOR	DESCRIPTION	REFERENCE
4.11	Decision making about marriage	Proportion of women aged 15-64 years who were involved in decision making about marriage	New
4.12	Presence and use of Community facilities	Proportion of women aged 15-64 years who have access to or use community facilities such as public transport/internet/ telephone or working women hostels	
4.13	Internal migration	Proportion of women aged 15-64 years who have migrated inside the country, by time of change of residence	DHS
4.14	Access to public officials	Proportion of women aged 15-64 years who have at least once contacted a public official in the past six months	New

# DOMAIN V

## HUMAN RIGHTS OF WOMEN AND GIRL CHILDREN



#	INDICATOR	DESCRIPTION	REFERENCE
5.1	Child marriage	Proportion of women aged 20-24 years who were married or in a union before they were 15 years old and before 18 years old	SDG 5.3.1
5.2	Early childbearing	Proportion of ever married women aged 20-24 years who had at least one life birth before they were 18 years old	UN Indicator
5.3	Personal safety	Proportion of women aged 15-64 years that feel safe walking alone around the area of their residence	SDG 16.1.4
5.4	Discrimination and harassment	Proportion of women aged 15-64 years who report having personally felt discriminated against or harassed in the previous 12 months on the basis of any form of discrimination prohibited under national human rights law	SDG 16.1b
5.5	Physical or sexual harassment	Proportion of women aged 15-64 years who experienced physical or sexual harassment in the previous 12 months	SDG 11.7 SDG 16.1.3
5.6	Women attitudes towards domestic violence	Proportion of women aged 15-64 years who agree that a husband is justified in hitting or beating his wife for specific reasons: a) she goes out without telling him, b) she neglects the children, c) she argues with him, d) she refuses to have sex with him, e) she burns the food	DHS/MICS SDG 5.6.1
5.7	Psychological, physical, sexual violence by a spouse	Proportion of ever-married women and girls aged 15-64 years subjected to physical, sexual or psychological violence by a current or former husband	SDG 5.2.1
5.8	Psychological, physical, sexual violence by other family members	Proportion of women and girls aged 15-64 years subjected to physical, sexual or psychological violence by a current or former family member other than husband	
5.9	Sexual violence at home or out of home	Proportion of women and girls aged 15-64 years subjected to sexual violence by persons other than husband in the previous 12 months	SDG 5.2.2
5.10	Costs of violence	As a result of incidence of VAW: a) Economic costs incurred: reporting out-of-pocket expenses c) Coping/redressal mechanisms adopted, e.g. report to authorities or confiding in family etc.	SDG 16.3.1

## ANNEXURE - I

### Sustainable Development Goal 5

#### ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

GOALS AND TARGETS	INDICATORS
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres including trafficking and sexual and other types of exploitation	5.2.1 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 5.2.2 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
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in national parliaments and local governments 5.5.2 Proportion of women in managerial positions
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme	5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use

## ANNEXURE - I

<p>of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences</p>	<p>and reproductive health care 5.6.2 Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education</p>
<p>5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws</p>	<p>5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure 5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control</p>
<p>5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</p>	<p>5.b.1 Proportion of individuals who own a mobile telephone, by sex</p>
<p>5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p>	<p>5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment</p>

## Sustainable Development Goal 8

## Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All

GOALS AND TARGETS
8.1 Sustain per capita economic growth in accordance with national circumstances and in particular at least 7 per cent gross domestic product growth per annum in the least developed countries
8.2 Achieve higher levels of economic productivity through diversification technological upgrading and innovation including through a focus on high-value added and labour-intensive sectors
8.3 Promote development-oriented policies that support productive activities decent job creation <b>entrepreneurship creativity and innovation and encourage the formalization and growth of micro-small- and medium-sized enterprises</b> including through access to financial services
8.4 Improve progressively through 2030 global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production with developed countries taking the lead
<b>8.5 By 2030 achieve full and productive employment and decent work for all women and men including for young people and persons with disabilities and equal pay for work of equal value</b>
<b>8.6 By 2020 substantially reduce the proportion of youth not in employment education or training</b>
8.7 Take immediate and effective measures to eradicate forced labour end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour including recruitment and use of child soldiers and by 2025 end child labour in all its forms
<b>8.8 Protect labour rights and promote safe and secure working environments for all workers including migrant workers in particular women migrants and those in precarious employment</b>
8.9 By 2030 devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products
8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking insurance and financial services for all
8.a Increase Aid for Trade support for developing countries in particular least developed countries including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries
8.b By 2020 develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

## ANNEXURE - II

### Sustainable Development Goal 5: Achieve gender equality and empower all women and girls

<i>Goals and targets</i>	<i>Indicators</i>
5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres including trafficking and sexual and other types of exploitation	5.2.1 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 5.2.2 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
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in national parliaments and local governments 5.5.2 Proportion of women in managerial positions
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care 5.6.2 Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure

laws	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by sex
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

**Sustainable Development Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

<i>Goals and Targets</i>	Indicators
8.1 Sustain per capita economic growth in accordance with national circumstances and in particular at least 7 per cent gross domestic product growth per annum in the least developed countries	8.1. Annual growth rate of real GDP per capita
8.2 Achieve higher levels of economic productivity through diversification technological upgrading and innovation including through a focus on high-value added and labour-intensive sectors	8.2.1 Annual growth rate of real GDP per employed person
8.3 Promote development-oriented policies that support productive activities decent job creation <b>entrepreneurship creativity and innovation and encourage the formalization and growth of micro-small- and medium-sized enterprises</b> including through access to financial services	8.3.1 Proportion of informal employment in non-agriculture employment, by sex
8.4 Improve progressively through 2030 global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production with developed countries taking the lead	8.4.1 Material footprint, material footprint per capita, and material footprint per GDP  8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
<b>8.5 By 2030 achieve full and productive employment and decent work for all women and men including for young people and persons with disabilities and equal pay for work of equal value</b>	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities 8.5.2 Unemployment rate, by sex, age and persons with disabilities



<b>8.6 By 2020 substantially reduce the proportion of youth not in employment education or training</b>	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training
8.7 Take immediate and effective measures to eradicate forced labour end modern slavery and	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age
human trafficking and secure the prohibition and elimination of the worst forms of child labour including recruitment and use of child soldiers and by 2025 end child labour in all its forms	
<b>8.8 Protect labour rights and promote safe and secure working environments for all workers including migrant workers in particular women migrants and those in precarious employment</b>	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status 8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
8.9 By 2030 devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate 8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex
8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking insurance and financial services for all	8.10.1 Number of commercial bank branches and automated teller machines (ATMs) per 100,000 adults 8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider
8.a. Increase Aid for Trade support for developing countries in particular least developed countries including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries	8.a.1 Aid for Trade commitments and disbursements
8.b. By 2020 develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	8.b.1 Total government spending in social protection and employment programmes as a proportion of the national budgets and GDP