

FEMALE EMPLOYMENT

Output indicator

Indicator Phrasing

English: % of [specify the profession] in the targeted areas that are women

French: % de [spécifiez la profession] dans les zones ciblées qui sont des femmes

Spanish: % de [especificar la profesión] en las áreas objetivo que son mujeres

Portuguese: % de [especificar a profissão] nas áreas específicas que são mulheres

Czech: % [určete profesi] v cílových oblastech, které jsou ženy

What is its purpose?

The indicator measures the proportion of the female workforce in a given profession and geographical area. It is suitable for interventions aiming to increase women's involvement and representation in the targeted professions.

How to Collect and Analyse the Required Data

Determine the indicator's value by using the following methodology:

1) Use reviews of available data (e.g. company records) and surveys among people working in the targeted profession to identify i) the number of women working in this profession and ii) the total number of people working in this profession (both in the given geographical area only).

2) To **calculate the indicator's value**, divide the number of women working in the targeted profession in a given geographical area by the total number of people working in the profession (in the same area). Multiply the result by 100 to convert it to a percentage.

For example, 50 women working as veterinarians in the target area divided by a total number of 200 veterinarians working in the area equals to 25% of veterinarians being women.

Disaggregate by

[Disaggregate](#) the data by the type of position (e.g. low-level jobs, mid-management jobs, senior jobs) and other criteria relevant to the context of your intervention.