

# 人權指標：原理及運用

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# 「權利」：對重要利益的保障

- 權利是重要的利益，足以正當化透過制度，讓他人有尊重並保護這些利益的義務。
  - 不受酷刑的權利 (Art. 5, UDHR)
    - 一般人、嫌疑人、受刑人
- 權利是一種正當的政治訴求，要求建立並維持社會制度，以保護並促進這些利益。
  - 同性婚姻
  - 基本收入 (universal basic income)

當人們願意履行其義務時，社會制度發揮效果  
你我的權利因而得以實現



# 任何人不得施以酷刑，或予以殘忍、不人道或侮辱之處遇或懲罰。

1. 立法禁止酷刑 + 酷刑罪
2. 證據排除法則
3. 監獄行刑法
4. 人員教育訓練
5. 內部、外部申訴及監督制度

結果：  
是否發生  
酷刑  
殘忍、不人道  
有辱人格  
定義、確認  
哪些場合？

## 第 156 條


- 1 被告之自白，非出於強暴、脅迫、利誘、詐欺、疲勞訊問、違法羈押或其他不正之方法，且與事實相符者，得為證據。
- 2 被告或共犯之自白，不得作為有罪判決之唯一證據，仍應調查其他必要之證據，以察其是否與事實相符。
- 3 被告陳述其自白係出於不正之方法者，應先於其他事證而為調查。該自白如係經檢察官提出者，法院應命檢察官就自白之出於自由意志，指出證明之方法。
- 4 被告未經自白，又無證據，不得僅因其拒絕陳述或保持緘默，而推斷其罪行。

# 最重要的利益為何?

- 尊嚴
  - 酷刑、殘忍/不人道、有辱人格之待遇或處罰
  - 適當生活水準
  - 違背自我認同 (性別、宗教、族裔)
- 消極與積極自由 → 自主
- 被平等對待

# 1948/12/10 國際人權日 Eleanor Roosevelt





## THE UNIVERSAL DECLARATION OF Human Rights

recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.

disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people.

it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law.

it is essential to promote the development of friendly relations among nations.

The peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom.

Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms as one of the foremost responsibilities for the full realization of this pledge.

it is the common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge.

THE GENERAL ASSEMBLY

proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1: All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2: Everyone has the right to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Article 3: Everyone has the right to life, liberty and security of person.

Article 4: No one shall be held in slavery or servitude; slavery and the slave trade, including the trade in women, are prohibited in all their forms.

Article 5: No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6: Everyone has the right to recognition as a person before the law.

Article 7: All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal treatment before the courts.

Article 8: Everyone has the right to an effective remedy by the competent national or international authorities.

Article 9: No one shall be subjected to arbitrary arrest, detention or exile.

Article 10: Everyone has the right to a fair and public hearing by an independent and impartial tribunal in the determination of his rights and obligations.

Article 11: 1. Everyone has the right to a fair trial. 2. No one shall be held guilty of any crime until proven guilty according to law. 3. Punishment shall not be inflicted except for crimes which have been defined by law at the time they were committed.

Article 12: No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13: 1. Everyone has the right to freedom of movement and residence within the borders of each country. 2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14: 1. Everyone has the right to seek and to enjoy in other countries asylum from persecution. 2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15: 1. Everyone has the right to a nationality. 2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16: 1. Men and women of full age, without any limitation of race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights in marriage, during marriage and at its dissolution. 2. Marriage shall be entered into only with the free and full consent of the intending spouses. 3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17: 1. Everyone has the right to own property alone as well as in association with others. 2. No one shall be arbitrarily deprived of his property.

Article 18: Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, of thought, conscience, religion, teaching, practice and observance.

Article 19: Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without restriction, to receive and to impart information and ideas without interference by public authorities by any means, orally, in writing or in print, in the form of text, radio, film, television, or by any other means of communication.

Article 20: 1. Everyone has the right to peaceful assembly and to associate with others in the form of unions, associations or societies for the promotion of their interests. 2. No restrictions may be placed upon this right other than those which are justified by law and necessary in a democratic society in the interests of national security, public order, or the protection of the rights and freedoms of others.

Article 21: 1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives. 2. Everyone has the right of equal access to public service in his country. 3. The will of the people shall be the basis of the authority of government; this will shall be expressed through periodic and genuine elections which shall be held by secret ballot and shall ensure the free expression of the will of the voters.

Article 22: Everyone has the right to social security and to the realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights and freedoms set forth in this Declaration.

Article 23: 1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. 2. Everyone, without any discrimination, has the right to equal pay for equal work. 3. Everyone has the right to just and favourable remuneration which should enable them, if they so desire, to provide for a decent life for themselves and their families, and to participate in the social benefits. 4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24: Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25: 1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing, medical care and necessary social services, and to the continuous improvement of living conditions. 2. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and vocational education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

Article 26: 1. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among nations, racial or religious groups, and shall contribute to the maintenance of peace. 2. Parents have a primary right to choose the education for their children.

Article 27: 1. Everyone has the right to the free enjoyment of his own material, intellectual, industrial and artistic production. 2. No one shall be arbitrarily deprived of his right to own property.

Article 28: Everyone has the right to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29: 1. Everyone has duties to the community in which alone the free and full development of his personality is possible. 2. In the exercise of his rights and freedoms, everyone shall be subject to limitations of such nature and extent as are justified by law and necessary for the promotion of the general welfare of a free society. 3. These limitations shall never be such as to destroy the rights and freedoms proclaimed in this Declaration.

Article 30: Nothing in this Declaration may be interpreted as authorizing any State, group or individual to engage in any activity aimed at the destruction of any of the rights and freedoms proclaimed herein, or at any other action contrary to the purposes and principles of the United Nations.

# 世界人權宣言

- 第一條

人人生而自由，在尊嚴和權利上一律平等。他們賦有理性和良心，並應以兄弟關係的精神相對待。

All human beings are born free and equal in dignity and rights.

- 第二條

人人有資格享受本宣言所載的一切權利和自由，不分種族、膚色、性別、語言、宗教、政治或其他見解、國籍或社會出身、財產、出生或其他身分等任何區別。…。

- 第三條

人人有權享有生命、自由和人身安全。

Everyone has the right to life, liberty and security of person.

# 聯合國核心人權公約的內國法化

公約名稱	施行時間
ICERD 消除一切形式種族歧視國際公約 (1965)	1970 [未有施行法]
ICCPR 公民與政治權利國際公約 (1966)	2009
ICESCR 經濟社會文化權利國際公約 (1966)	2009
CEDAW 消除對婦女一切形式歧視公約 (1979)	2011
CAT 禁止酷刑和其他殘忍、不人道或有辱人格的待遇或處罰公約 (1984)	2020?
CRC 兒童權利公約 (1989)	2014
ICMW 保護所有移工及其家庭成員權利國際公約 (1990)	?
CRPD 身心障礙者權利公約 (2006)	2014
ICED 保護所有人免遭強迫失蹤國際公約 (2006)	?

# 兩公約施行法

## 第 2 條

兩公約所揭示保障人權之規定，具有國內法律之效力。

## 第 3 條

適用兩公約規定，應參照其立法意旨及兩公約人權事務委員會之解釋。(人權事務委員會+經濟社會文化權利委員會)

## 第 6 條

政府應依兩公約規定，建立人權報告制度。

## 第 8 條 (法規檢視)

各級政府機關應依兩公約規定之內容，檢討所主管之法令及行政措施，有不符兩公約規定者，應於本法施行後二年內，完成法令之制(訂)定、修正或廢止及行政措施之改進。

# 人權的傳統分類

## • 公民權

- 生命權
- 免遭奴役
- 宗教/信仰自由
- 言論自由
- 結社自由
- 集會自由
- 出入國境自由
- 免於酷刑
- 人身自由與安全
- 罪刑法定
- 無罪推定
- 公平審判
- 法律前平等

## • 政治權

- 參與公共事務
- 服公職
- 選舉
- 被選舉

## • 經濟權+社會權

- 工作權(職業自由、工作條件、集體勞動權)
- 社會保障
- 家庭權
- 適足生活水準
- 享有最高水準之生理與心理健康
- 教育

## • 文化權

- 享有科技發展
- 語言
- 文化

# ICCPR 權利：五群組

1. 人身完整性 (酷刑、恣意逮捕、剝奪生命)
2. 剝奪人身自由之之公正程序 (逮捕、訴訟程序、監禁條件)
3. 平等保護
4. 信仰、言論、結社、集會之自由
5. 參與公共事務之權利
6. 經濟社會文化權利

高度國際共識  
規範一致性

無論制度如何，  
都須符合公約

社會與文化背景  
政府組織差異

# 經濟社會文化權利公約

- 1: 民族自決權
- 2: 逐步落實、禁止歧視
- 3: 男女平等
- 4: 國家對權利之限制
- 5: 不得以公約為限制權利之理由
- 6: 工作之權利、職業訓練
- 7: 工作條件
- 8: 集體勞動權
- 9: 社會保障與保險
- 10: 家庭保護  
母親與兒少保護
- 11: 適當生活水準
- 12: 身體與心理健康
- 13: 受教育
- 14: 免費義務教育
- 15: 文化權

# 經社文權利 之 逐步實現

- 公約第2(1)條：「本公約締約國承允盡其資源能力所及，…採取種種步驟，務期以所有適當方法，尤其包括通過立法措施，逐漸使本公約所確認之各種權利完全實現。」但須：
  - 保證「在無歧視的條件下行使」有關權利
  - 採取種種步驟的義務：此類步驟應當周密、具體、以儘可能明確地履行《公約》義務為目標。
  - 落實公約規定之核心義務
  - 必須有充分理由才能退步

# 經濟社會權利 vs. 公民與政治權利

- 較沒有清楚/一致的國際標準
  - 高於「最低標準/核心義務」之後
- 決定於各國可得的資源
- 牽涉社會資源分配的
  - 制度/程序
  - 價值觀、正義觀
- 政治決定 > 法律決定
- 需要更多「積極公民」的討論 → 入憲 and/or 立法
- 可否形成主觀公權利（向國家請求給付與救濟）

# 健康權

- 台灣人民享有健康權高於平均
- 是否仍可受惠於聯合國人權公約？
  - 受刑人於收容期間身心健康惡化，是否因為國家違反「人人享有最高標準之健康的權利」之相對義務？
  - CESCR GC14: 具體而言，各國有義務尊重健康權，特別是不能剝奪或限制所有人得到預防、治療和安寧緩和醫療的健康服務的平等機會，包括受刑人和受拘禁者、少數族群、尋求庇護者和非法移民。
  - ECtHR由於過度擁擠及其他各種因素，對精神障礙者監獄本非理想的收容環境...。不恰當的醫療和不適宜的監禁環境顯然有害其健康和福祉，形同非人道和侮辱的待遇，違背《歐洲人權公約》第3條。

# 他應享有什麼權利？



廢墟裡的少年



Watch later

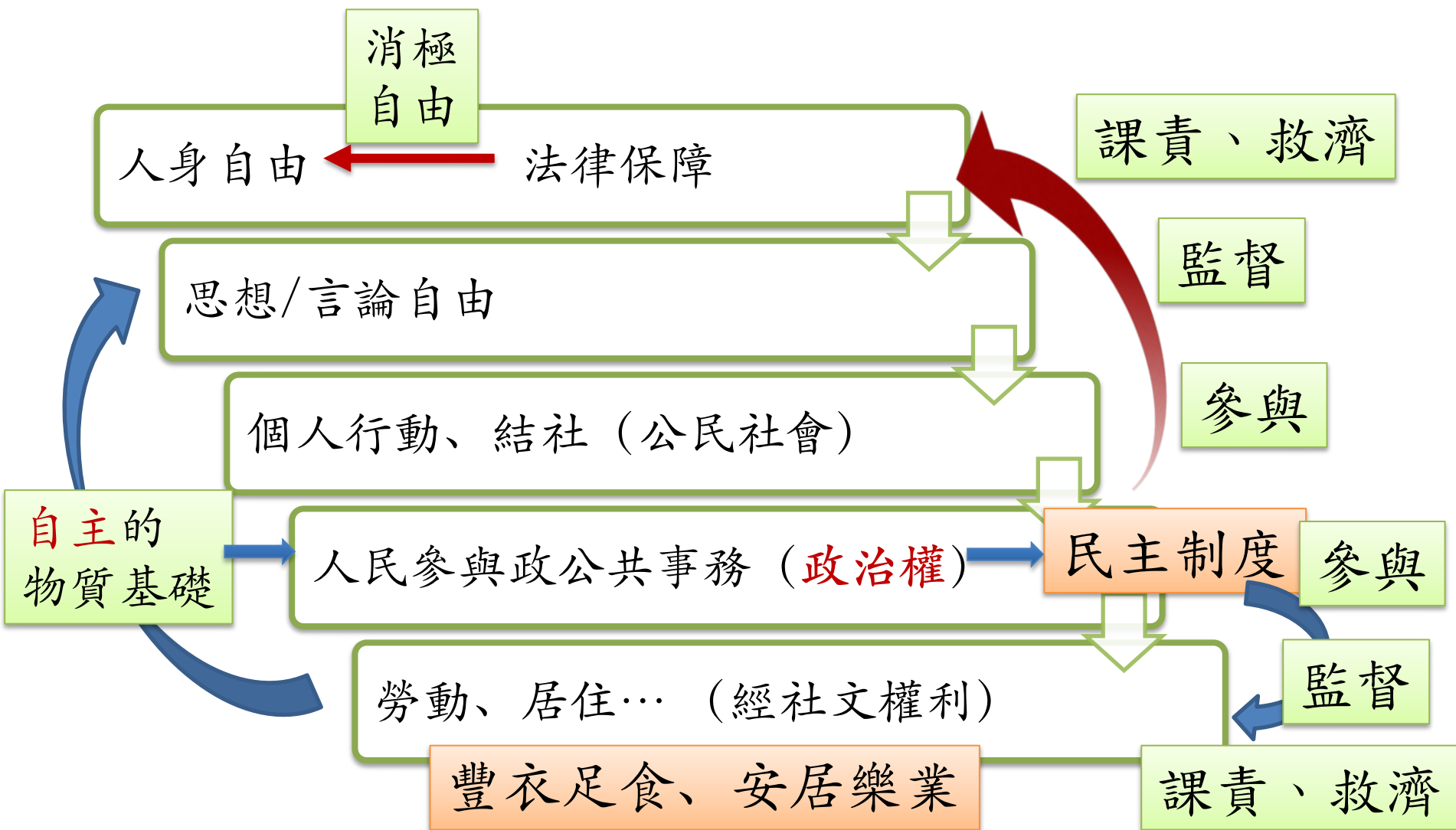


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# 人權：相互倚賴、不可分割



# 在憲政民主架構下 保障人權

- 憲法最高性
  - 依法審判
  - 依法行政
    - 政策形成：資訊公開、參與
    - 政策執行：公益、必要、最小侵害
  - 立法
    - 諮詢
    - 利害關係人實質參與
- 以合於公約的方式適用國內法律
- 法律不得違反憲法或違反公約

# 行政程序法

- 第 4 條 行政行為應受法律及一般法律原則之拘束。
- 第 5 條 行政行為之內容應明確。
- 第 6 條 行政行為，非有正當理由，不得為差別待遇。
- 第 7 條 行政行為，應依下列原則為之：
- 一、採取之方法應有助於目的之達成。
  - 二、有多種同樣能達成目的之方法時，應選擇對人民權益損害最少者。
  - 三、採取之方法所造成之損害不得與欲達成目的之利益顯失均衡。
- 第 8 條 行政行為，應以誠實信用之方法為之，並應保護人民正當合理之信賴。
- 第 9 條 行政機關就該管行政程序，應於當事人有利及不利之情形，一律注意。
- 第 10 條 行政機關行使裁量權，不得逾越法定之裁量範圍，並應符合法規授權之目的。

依法行政

明確

平等

比例

誠信

# 人權架構

## 系統性監測 國際合作的重要

- 平等與不歧視 (non-discrimination and equality)
  - 禁止歧視事由：性別、種族、膚色、語言、宗教和信仰、政治見解或其他意見、民族、族裔或社會根源、國籍、年齡、經濟地位、財產、婚姻狀況、出身或其他身分地位等任何區別。(移工、身心障礙)
- 參與 (participation)
  - 利害關係人、易受影響之群體
  - **Nothing about us without us!**
- 責信 | 可課責性 (accountability)
  - 政治責任、法律責任
  - 監督機制
- 救濟 (redress/remedies)

公民權

政治權

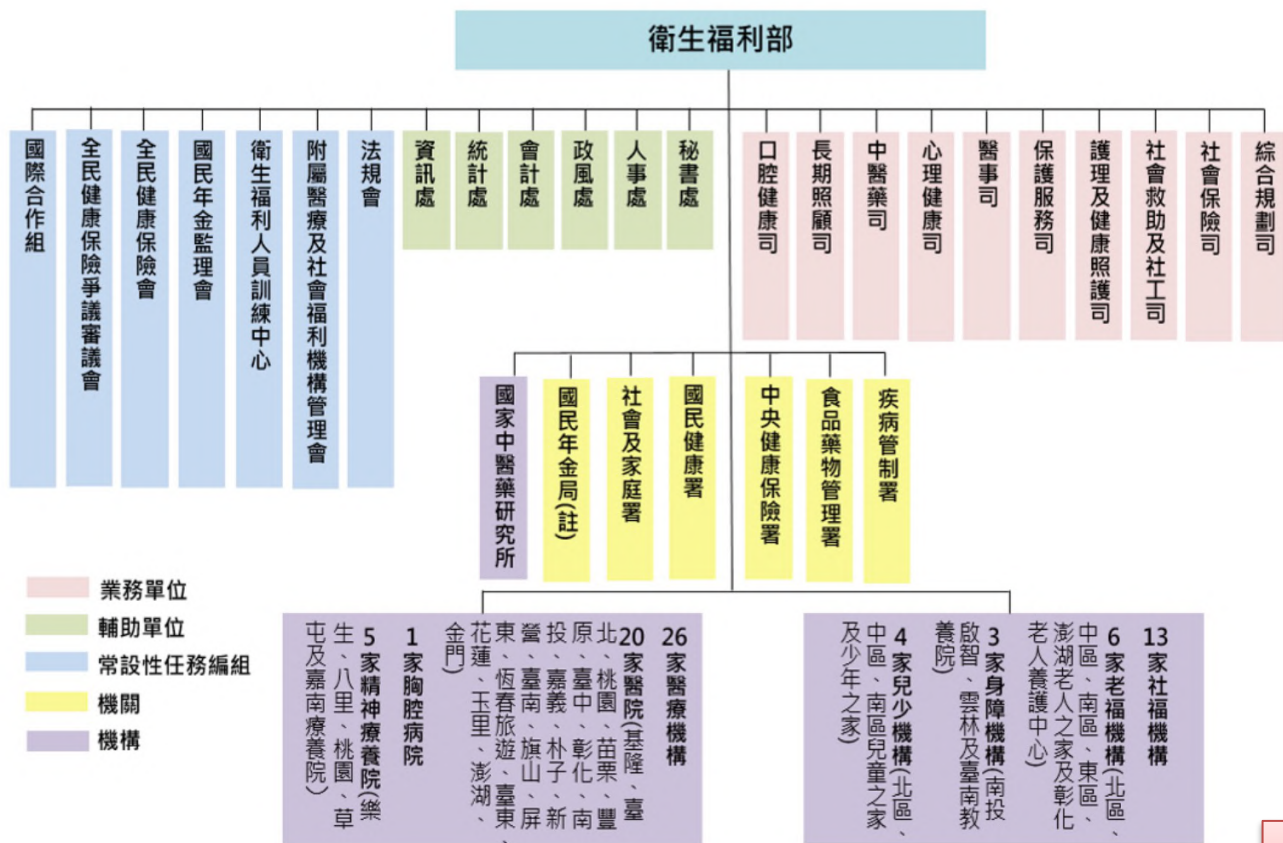
經濟權

社會權

文化權

找出易受影響的  
群體與次群體

# 為了你我健康的 制度



註：國民年金局暫不設置，衛福部組織法明定其未設立前，業務得委託相關機關(構)執行。

制度OK嗎?

制度運作良好?  
做該做的事

制度的結果良好?  
一般人的健康  
vulnerable 族群

監測：定期測量

# 從人權到指標：測量什麼？

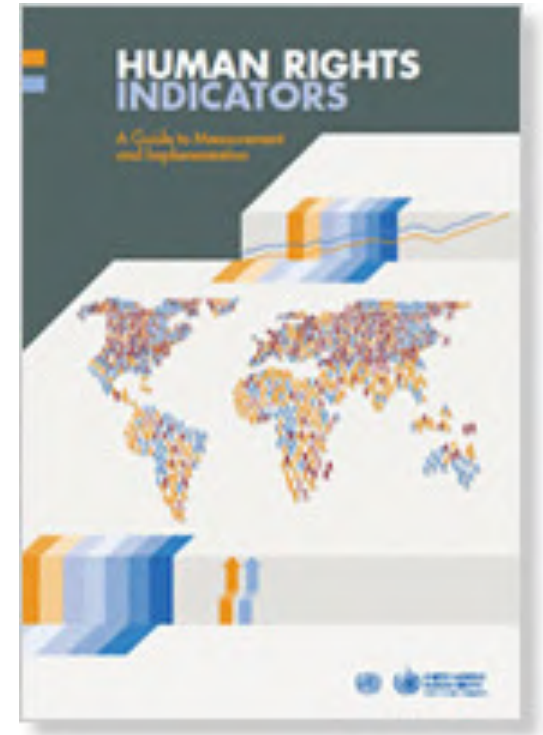
- 人權項目（e.g., 公約中之居住權、政治參與）
  - 抽象、原則
- 權利內涵（General Comment及其他文書）
  - 較具體
- 政府的尊重、保護、實現義務
  - 更具體
  - 國家人權報告制度：增加量化結果
  - 行為義務 → 測量行為
  - 結果義務 → 測量結果
- 運用：定期監測，IBSA 循環

# 人權指標：定義及目的

- 關於人權規範或標準的事物、行動、或結果的特定資料，可反應出人權原則或關切，且可被用於評估/監測人權的提升或實踐
- 可用於國家政策/策略規劃，以確保人權之(逐步)實現
  - 明示某項權利之國家義務
  - 將公共政策中的人權概念轉換成具體目標
  - 測量/記錄改變
  - 列入指標，並建立機制，讓政府有義務收集/提供資料，才能追蹤進展

# (一) 檢視主要國家及國際組織之人權 指標體系及內涵

- UN 人權高專辦為使國家人權報告之審查能夠更具實效，發展了針對ICCPR, ICESCR, CEDAW, CRPD, CAT, CRC等六項人權公約之報告準則 (HRI/Gen/2/Rev.6, CCPR/C/2009/1)
- UN Doc. E/2011/90  
在實現經濟、社會和文化權利的工作中使用指標
- 經過多次專家會議，發展成 Human Rights Indicators: a guide to measurement and implementation (2012)



# 聯合國人權指標的概念架構

一、權利內涵(公約條文及解釋)→ 權利要素 attributes

MECE 原則 (mutually exclusive, collectively exhaustive)

二、結構、過程、成果三類指標

	要素 1	要素 2	要素 3	要素 4
結構指標 Structural indicators				
過程指標 Process indicators				
成果指標 Outcome indicators				

三、將共通人權規範 (cross-cutting norms) 不歧視、參與、課責、救濟納入指標選擇

四、藉由分組分析 disaggregation 檢視不歧視原則

# Normative Indicators

- 指標本身是規範性的 (normative)
  - 指標內容，就是權利內涵
  - 指標本身，就有引導作用
  - 指標進步，代表落實權利

# 人權指標的生產步驟

- 選定權利項目（工作權）
- 決定指標內容
  - 要素（勞動條件）
  - 三類指標：選擇指標（勞工職業安全）
- 定義各指標（12個月內職業病與職災件數）
  - 如何分組分析（e.g., 本籍勞工、移工）
  - 產生 metadata sheet
- 確立資料來源、建立管道（主計總處、勞動部統計處）
- 彙整資料
- 定期公布（每兩年？）
- 必要時針對特殊群體建立指標（CRPD）

# 權利內涵與人權指標： 以工作權為例

	就業機會 與訓練	工作條件	免於強迫勞 動與失業	集體勞動權
結構	促進就業之 政策、 產假法規	勞動基準法 就業服務法	外籍勞工與兒 童勞動相關法 律	工會法：成立 工會之限制
過程	就業輔導、 就業障礙、 企業幼托	勞工安全衛生 檢查	勞動檢查、 非正式就業人 口之輔導	不當勞動行為 之件數與處理
成果*	特定族群就 業率、 就業歧視	工作傷害 職業病	惡劣工作環境 之勞工* (年齡、 性別、國籍別)	工會參與率 勞資協商件數

\* 分組分析：data disaggregation by 性別、身心障礙、城鄉

# 申請勞工保險職業傷害及職業病給付核定率-按給付種類分

中華民國110年7月至12月

		總計	傷病給付	失能給付	死亡給付
總計	核定件數	29,509	27,927	1,219	363
	職業災害件數	27,702	26,365	1,080	257
	核定率	93.88%	94.41%	88.60%	70.80%
職業傷害	核定件數	28,999	27,529	1,164	306
	職業傷害件數	27,386	26,093	1,048	245
	核定率	94.44%	94.78%	90.03%	80.07%
職業病	核定件數	510	398	55	57
	職業病件數	316	272	32	12
	核定率	61.96%	68.34%	58.18%	21.05%

註：

- 1.職業災害件數=職業傷害件數+職業病件數
- 2.核定率 = 職業傷害(病)件數 / 核定件數
- 3.職業傷害件數不含失蹤津貼件數

各項給付人數/總投保人數 X 100 (或 10萬)

1. 涵蓋是否完整：申請勞保給付：會不會有未投保、未申請的情況
2. 傷病無法看出嚴重程度，是否以失能、死亡為佳？
3. 什麼資料最能呈現勞工安全衛生的現況

**Table 8** Illustrative indicators on the right to work (Universal Declaration of Human Rights, art. 23)

	Access to decent and productive work	Just and safe working conditions	Training, skill upgrading and professional development	Protection from forced labour and unemployment
<b>Structural</b>	<ul style="list-style-type: none"> <li>International human rights and ILO treaties relevant to the right to work ratified by the State</li> <li>Date of entry into force and coverage of the right to work in the constitution or other forms of superior law</li> <li>Date of entry into force and coverage of domestic laws for implementing the right to work, including regulations to ensure equal opportunities for all and eliminate employment-related discrimination as well as (temporary) special measures for target groups (e.g., women, children, indigenous persons, migrants)</li> <li>Number of registered and/or active NGOs (per 100,000 persons), including trade unions, involved in the promotion and protection of the right to work</li> </ul>			
	<ul style="list-style-type: none"> <li>Time frame and coverage of a national policy for full and productive employment</li> <li>Date of entry into force and coverage of regulations and procedures to ensure safe and healthy working conditions, including an environment free of sexual harassment, and establishing an independent monitoring body</li> <li>Maximum number of working hours per week stipulated by law</li> <li>Minimum age for employment by occupation type</li> <li>Duration of maternity, paternity and parental leave and leave entitlements on medical grounds and proportion of wages paid in covered period</li> </ul>		<ul style="list-style-type: none"> <li>Time frame and coverage of national policy on vocational education and skill upgrading</li> <li>Proportion of administrative regions with specialized public agencies to assist individuals in finding employment</li> </ul>	<ul style="list-style-type: none"> <li>Time frame and coverage of awareness-raising programme on labour standards</li> <li>Time frame and coverage of policy for the elimination of forced labour, including worst forms of child labour, domestic work and work of migrants and human trafficking</li> </ul>
<b>Process</b>	<ul style="list-style-type: none"> <li>Proportion of received complaints on the right to work, including just and safe working conditions, investigated and adjudicated by the national human rights institution, human rights ombudsperson or other mechanisms (e.g., ILO procedures, trade unions) and the proportion of these responded to effectively by the Government</li> </ul>			
	<ul style="list-style-type: none"> <li>Proportion of target population receiving effective support to (re)enter the labour market</li> <li>Annual employment growth (job creation rates), by education level</li> <li>Average time spent on unpaid domestic or family care work as well as on unpaid work in family business by women, men and children</li> <li>Proportion of requests by parent or guardian for certified childcare arrangements (e.g., kindergarten) reviewed and met in the reporting period</li> <li>Average number of job applications before being invited to an interview, by target group (e.g., ILO discrimination testing surveys)</li> </ul>	<ul style="list-style-type: none"> <li>Proportion and frequency of enterprises inspected for conformity with labour standards and proportion of inspections resulting in administrative action or prosecution</li> <li>Proportion of employees, including domestic workers, whose salary level is covered by legislation (e.g., minimum wage) and/or negotiation involving social partners (unions)</li> <li>Proportion of workers who moved from precarious to stable contracts during the reporting period</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of employees with recent job training</li> <li>Proportion of unemployed persons involved in skill upgrading and other training programmes, including publicly financed jobs</li> <li>Improvement in secondary and tertiary enrolment ratios in the reporting period</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of informal sector workers shifted to formal sector employment in the reporting period</li> <li>Proportion of children in productive activity</li> <li>Estimated number of labour force in the informal sector receiving some public support</li> <li>Proportion of targeted unemployed persons covered by unemployment / social security benefits</li> </ul>
<b>Outcome</b>	<ul style="list-style-type: none"> <li>Employment-to-population ratios,* by sex, target group and education level</li> <li>Proportion of voluntary part-time workers to total part-time employed population</li> <li>Share of women in wage employment in the non-agricultural sector*</li> <li>Proportion of workers in precarious employment (e.g., short-, fixed-term, casual, seasonal workers)</li> </ul>	<ul style="list-style-type: none"> <li>Incidence of occupational accidents, including acts of violence, personal injury, disease or death</li> <li>Ratio of women's to men's wages (or other target groups), by sector</li> <li>Proportion of identified positions (e.g., senior officials, managerial positions in public/private service) held by women and members of other target groups</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of workers employed after skill upgrading and other training programmes, including publicly financed jobs</li> <li>Long-term unemployment rates (1 year or more of unemployment), by sex, target group or region</li> <li>Distribution of labour force by level of education</li> </ul>	<ul style="list-style-type: none"> <li>Unemployment rates, by sex, target group and level of education (labour force survey (LFS)/registered)</li> <li>Incidence of forced labour, including worst forms of child labour, domestic work and work of migrants and human trafficking</li> <li>Reported cases of violation of the right to work, including forced labour, discrimination and unlawful termination of employment and proportion of victims who received adequate compensation</li> </ul>
	<ul style="list-style-type: none"> <li>Gini indices and ratio of lowest/highest income quintiles or consumption expenditures (before and after taxes)</li> </ul>			

All indicators should be disaggregated by prohibited grounds of discrimination, as applicable and reflected in metadata sheets

\* MDG-related indicators