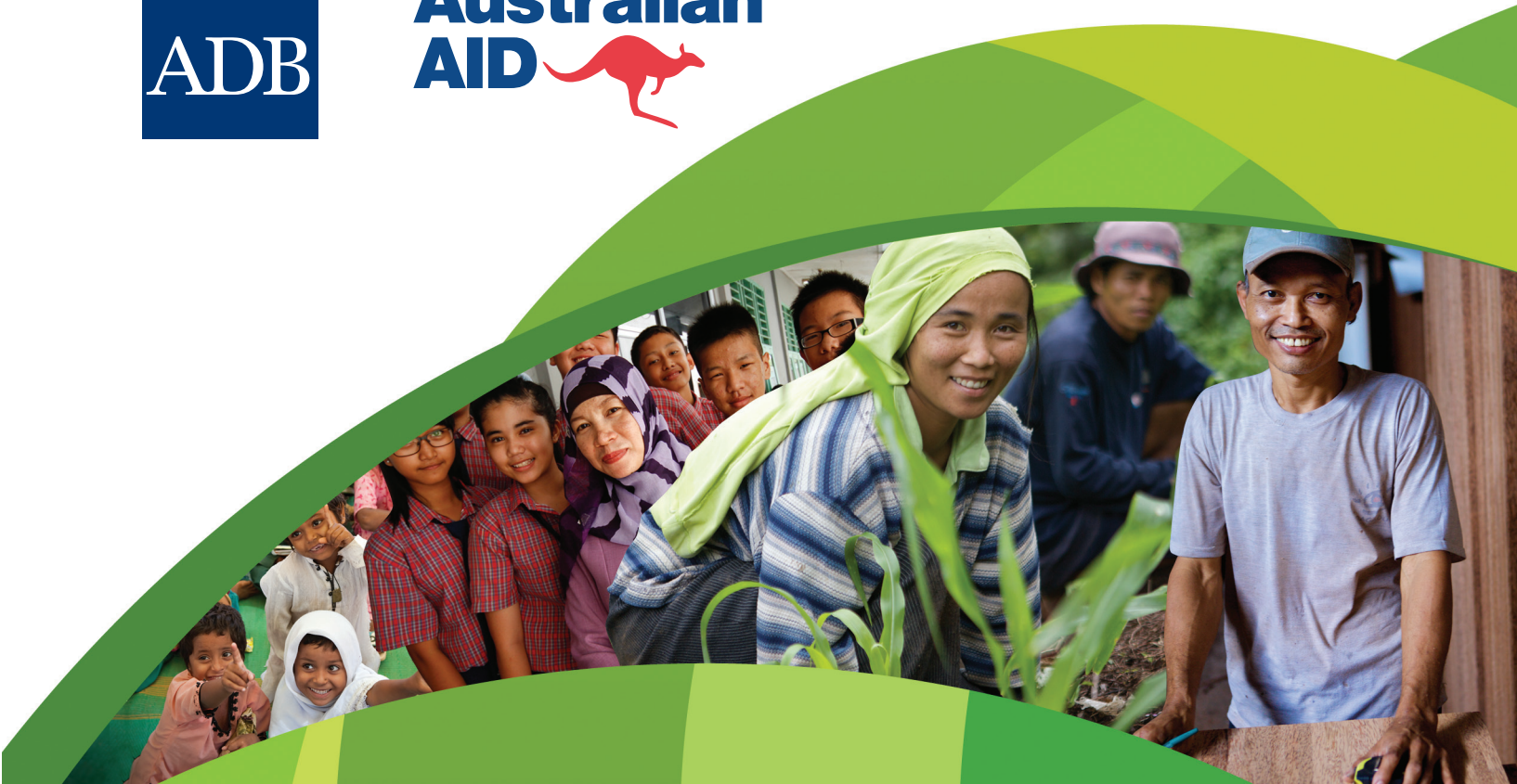




Tool Kit on Gender Equality Results and Indicators





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6 ADB Avenue, Mandaluyong City
1550 Metro Manila, Philippines
Tel +63 2 632 4444
Fax +63 2 636 2444
www.adb.org

For orders, please contact:
Public Information Center
Fax +63 2 636 2584
adbpub@adb.org

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Purpose of the Tool Kit

A. Who Is the Tool Kit For?

This tool kit aims to assist development practitioners to ensure that gender perspectives are incorporated into development initiatives, and to monitor and evaluate gender equality results. It presents a menu of gender equality outcomes, results, and indicators that may be selected or adapted by users.

While the tool kit focuses primarily on the sectors and strategic priorities of the Asian Development Bank (ADB) and Australia's aid program, it is designed for a wider audience of development policy makers, planners, implementers, and evaluators. The tool kit will assist specialists in particular sectors to identify gender equality results and indicators; it may also be used by gender specialists who work across a range of sectors.

B. When Can the Tool Kit Be Used?

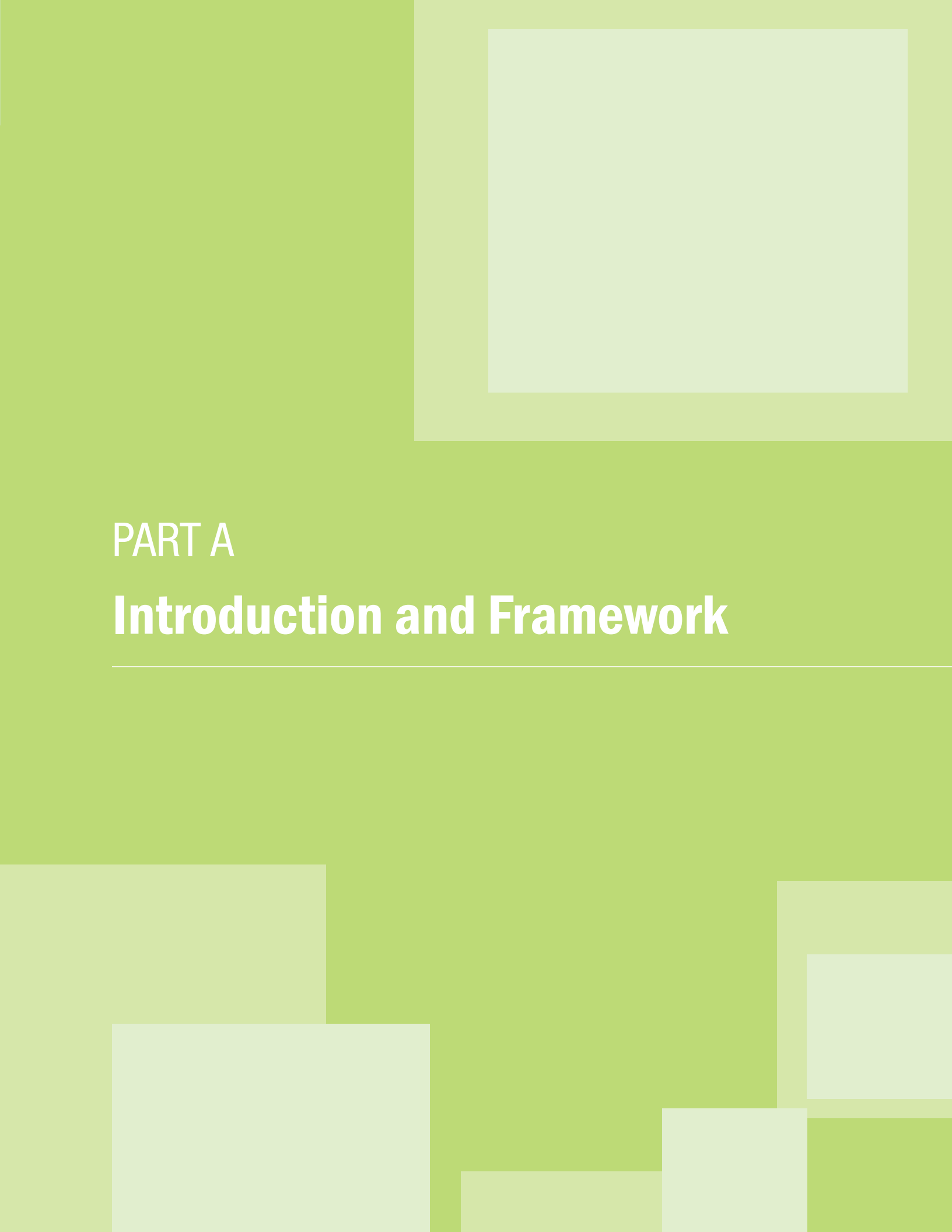
The tool kit is intended to be read selectively according to the sector and type of development initiative. It is not expected that every result or indicator will be relevant for all policies, strategies, programs, or projects; the selection of results and indicators will be determined by the level of the intervention, its scale, and the development cooperation modality. The tool kit may be used at any point in the policy, strategy, program, or project cycle. However, it is preferable for gender equality and women's empowerment indicators to be identified during planning and design.

To ensure progress is made on gender equality, results and indicators need to be incorporated when

- (i) developing country and regional strategies and performance frameworks;
- (ii) designing programs, projects, or other initiatives and their monitoring and evaluation frameworks; and
- (iii) implementing, monitoring, reviewing, and evaluating policies, programs, projects, and other development initiatives.

Abbreviations

ADB	– Asian Development Bank
AusAID	– Australian Agency for International Development
AWID	– Association for Women’s Rights in Development
CEDAW	– Convention on the Elimination of All Forms of Discrimination against Women
CIDA	– Canadian International Development Agency
DAC	– Development Assistance Committee of the OECD
GAP	– gender action plan
IASC	– Inter-Agency Standing Committee
IDS	– Institute of Development Studies, University of Sussex
IEC	– information, education, and communication
OECD	– Organisation for Economic Co-operation and Development
STI	– sexually transmitted infection
UN	– United Nations
UNDP	– United Nations Development Programme
WHO	– World Health Organization
WSS	– water supply and sanitation



PART A

Introduction and Framework

Chapter 1

Introduction to Gender Equality and Women's Empowerment Indicators

A. Why a Menu of Gender Equality Results and Indicators?

Identifying the gender equality results that any development initiative aims to achieve—along with the concrete actions needed to achieve these results, and the indicators needed to measure progress—are essential steps for reducing poverty, advancing gender equality, and empowering women.

Gender equality and women's empowerment need to be pursued in their own right for a just and equal society, and have been acknowledged as important objectives for many decades, including in the Millennium Development Goals.¹ Moreover, there is considerable evidence and broad international agreement that advancing gender equality helps reduce poverty, supports inclusive growth and other broad development outcomes, and enhances the effectiveness and sustainability of development initiatives.²

Despite long-standing international commitments and the demonstrated benefits of addressing gender inequalities, incorporating gender perspectives into development work remains a significant challenge. One of the most important lessons is that actions to address gender inequalities must be explicit throughout development planning and programming if consistent progress is to be made toward gender equality. Without explicit objectives, strategies, targets, and actions to ensure women's equal participation and outcomes, the needs of women and girls continue to be overlooked. Identifying clear indicators to measure gender equality results is essential to measure and improve performance.

B. Why Collect Information on Gender Equality and Women's Empowerment?

1. Managing for Development Results

Managing for development results is part of a broader commitment by ADB, the Australian aid program, and global development partners to increase the effectiveness of development cooperation.³ With growing recognition that gender equality is essential for sustainable and inclusive growth, advancing gender equality and women's empowerment is on the agenda at high-level forums on effective development.

¹ Millennium Development Goal 3 is to promote gender equality and empower women, and Millennium Development Goal 5 is to improve maternal health. <http://www.undp.org/content/undp/en/home/mdgoverview.html>

² ADB (2011, 2013a); World Bank (2011); Fourth High Level Forum on Aid Effectiveness (2011); Hunt, Nethercott, and Thomas (2010); and Hunt, Lateef, and Thomas (2007).

³ Commonwealth of Australia (2011, 2012); ADB (2008); and Fourth High Level Forum on Aid Effectiveness (2011).

The Busan Partnership for Effective Development Co-operation identifies several key actions needed to accelerate progress:

- (i) collecting and using sex-disaggregated data to guide policy and investments, to ensure that public expenditures benefit both women and men;
- (ii) integrating targets for gender equality and women's empowerment into accountability mechanisms; and
- (iii) addressing gender equality and women's empowerment in all aspects of development efforts.⁴

2. Effectiveness and Accountability

The selection of appropriate gender equality results and indicators is essential to achieve these aims, and will strengthen accountability for implementing global and national policy commitments to gender equality and women's empowerment. Identifying gender equality results, targets, and indicators requires practitioners to articulate the specific changes that are envisaged from a policy, program, or project. There is a growing body of evidence that identifying gender equality outcomes and indicators helps achieve practical benefits for women and progress toward changes in gender relations—particularly when such measures are part of a comprehensive gender action plan based on sound gender analysis, and when the gender equality results, targets, and indicators are based on dialogue between development partners and locally owned.⁵ Adequate financial and human resources are critical to ensure effective design and use of gender equality indicators, and to learn about effective strategies for achieving gender equality results.

3. Knowledge Solutions

Collecting information on gender equality results contributes to learning by

- (i) providing information on the effectiveness of strategies to advance gender equality and women's empowerment in different contexts, and the contribution of different actors to the process of change;
- (ii) adding to current evidence on the contribution that gender equality makes to poverty reduction, sustainable development, and program or project outcomes; and
- (iii) identifying areas where capacity building is needed among stakeholders.⁶

Collecting information is only the first step toward learning. Data and information must be analyzed and lessons drawn and applied from that analysis.

C. Definitions: Gender Equality Results and Indicators

1. Gender Equality Results

In this tool kit, gender equality results refers to results achieved for women and girls compared with those achieved for men, and results that contribute to changing relations between women and men and norms around gender roles (gender relations).

⁴ Fourth High Level Forum on Aid Effectiveness (2011).

⁵ Hunt, Nethercott, and Thomas (2010); Hunt, Lateef, and Thomas (2007); Hunt (2004); and World Bank (2011).

⁶ Hunt (2011).

Changes in gender relations may be brought about by

- (i) investments to reduce gender gaps in human capital, particularly in education;
- (ii) ensuring equal access to economic resources, opportunities, and services;
- (iii) increasing women's opportunities to participate in decision making and leadership; and
- (iv) reducing inequalities and eliminating discrimination by advancing the rights of girls and women.

Gender equality results may be identified at various levels including policies, strategies, programs, or projects, or within families, communities, organizations, and institutions. Gender equality results may be immediate or process results, intermediate results or outputs, or longer-term outcomes and impacts, depending on the type of initiative and level of intervention.⁷

2. What Is an Indicator?

Indicators are measurable signs of performance or achievement. They are factors or variables that provide a way of measuring achievement or reflecting change.⁸ When monitoring or evaluating policies, strategies, programs, or projects, they are used to assess

- (i) whether activities and processes were implemented as planned;
- (ii) whether a change was achieved or progress was made toward influencing a change—that is, whether objectives, outcomes, or other types of results were achieved; and
- (iii) whether there were any unintended impacts, results, or consequences.

Indicators should reflect the goal, objectives, and expected results of a policy, program, project, or other type of initiative. The specific aspect measured by an indicator can be an input, an immediate or intermediate result or output, or a longer-term outcome.

Box 1: What Makes a Robust Indicator?

The following criteria are features of a good indicator.

- Valid: measuring what the indicator is intended to measure.
- Specific: measuring only the particular aspect of the initiative it is intended to measure.
- Reliable: minimizing random error; and producing the same result consistently, given the same set of circumstances, including the same observer or respondent.
- Comparable: enabling comparisons of results or effectiveness over time, and in different contexts.
- Nondirectional: enabling a measurement of change in any direction.
- Precise: using clear, well-specified definitions.
- Feasible: able to be measured using available tools, methods, resources, and skills.
- Relevant: clearly linked to an input, output, or outcome of the policy, strategy, program, project, or initiative being measured.
- Verifiable: able to be proven or tested empirically.

Source: Adapted from S. S. Bloom. 2008. *Violence Against Women and Girls: A Compendium of Monitoring and Evaluation Indicators*. Chapel Hill, North Carolina. MEASURE Evaluation. www.cpc.unc.edu/measure

⁷ Hunt, Nethercott, and Thomas (2010).

⁸ Organisation for Economic Co-operation and Development (2002).

3. What Is a Gender Equality Indicator?

Gender equality indicators are measures of performance that require the collection and analysis of sex-disaggregated information on who participates in and benefits from development activities. This tool kit uses the term gender equality indicators, but other terms are used to describe the same thing, such as gender indicators, and gender-sensitive and gender-responsive indicators.

Box 2: What Gender Equality Indicators Should Measure

Gender equality indicators should measure the following:

- differences in participation, benefits, outcomes, and impacts for women, men, boys, and girls;
- changes in gender relations (positive or negative)—that is, changes toward equality, or changes toward inequality between men and women, and between girls and boys; and
- how these changes impact on the achievement of development objectives, particularly economic growth, poverty reduction, and sustainable development.

Source: J. Hunt. 2011. Introduction to Gender Sensitive Monitoring and Evaluation. Unpublished training notes.

4. Sex-Disaggregated Data

Sex-disaggregated data is a minimum standard for planning, implementing, monitoring, and evaluating all types of development initiatives. If sex-disaggregated data is not consistently collected and analyzed, the reasons for this need to be articulated and justified.

Disaggregating information by sex means that we count males and females separately when gathering information on development activities and benefits. Sex-disaggregated data is important because it helps assess whether an initiative is successful at targeting and benefiting women, men, girls, and boys as planned. Indicators should specify that all data about target groups and beneficiaries will be sex-disaggregated. Information may also be disaggregated according to other key variables, depending on the type of initiative, target group, and context—such as socioeconomic group, age, ethnicity, race, religion, or location (rural or urban).

D. Tips on Selecting and Using Gender Equality Results and Indicators

This tool kit presents a menu of gender equality results and indicators that may be selected or adapted by users. The list is comprehensive but not exhaustive, and should only be used as a guide. It is designed to help users consider the range of gender equality results that need to be achieved to advance equality, empower women, reduce poverty, and sustain growth and development.

It is not expected that every result or indicator will be relevant or appropriate for all policies, strategies, programs, and projects. Selecting and prioritizing results and indicators will depend on many factors, including the type of initiative, its scale and focus, and the modality of development cooperation. Priorities for achieving gender equality results will vary from one country to another, and it is not expected that work will be undertaken simultaneously on all gender equality policy outcomes and results. The following principles should be applied when selecting and adapting gender equality indicators.

1. Use Participatory Approaches to Identify Results and Indicators

Wherever possible, gender equality results and indicators should be developed in a participatory way with key stakeholders. While this principle is true for all indicators, it is even more important for gender equality indicators, because they assess changes in gender relations in the economy and in social institutions, which are based on deeply held beliefs about social norms and behaviors.

Women and men often have different perceptions of gender relations—including gender-based roles and responsibilities, patterns of decision making, views on how gender relations are changing, and the causes of these changes.⁹ Both women and men should be involved in identifying results and indicators, and in collecting and analyzing information.

2. Ensure Relevance and Partner Ownership

When selecting gender equality results and indicators it is essential to ensure that the information to be collected is meaningful and relevant in the particular social, economic, and institutional contexts, and that they can be used to make comparisons over time. Factors to consider are the following:

- (i) the partner country's international commitments and reporting obligations on gender equality—for example, indicators for reporting on the Millennium Development Goals, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child, and regional instruments such as the Pacific Plan and the Revised Pacific Platform for Action on the Advancement of Women and Gender Equality;¹⁰
- (ii) the partner organization's gender equality policy, institutional commitments, and capacity;
- (iii) local systems of data collection and analysis—including the need to strike a balance between collecting meaningful information and the resources dedicated to data collection and reporting; and
- (iv) how sex-disaggregated data and gender analysis can assist development programmers and implementers to better understand the social and economic contexts and learn lessons about effective strategies for advancing gender equality.

3. Assess Capacity and Commitment

It is important to consider whether partner organizations, executing and implementing agencies, and contractors have the capacity and commitment to collect, retrieve, and analyze data on gender equality indicators. Commitment can be reinforced if gender equality objectives, outcomes, and indicators are clearly linked to the overall development objectives of the program, project, or initiative.¹¹ Investments in capacity building may be needed to ensure that sex-disaggregated data is collected and analyzed, that monitoring and evaluation processes involve both women and men, and that key evaluation questions focus on what works and does not work to advance gender equality in different contexts and why.

⁹ For example, see Batliwala and Pittman (2010); and Hunt, Kasynathan, and Yogasingham (2009).

¹⁰ Pacific Islands Forum Secretariat (2007) and Secretariat of the Pacific Community (2005).

¹¹ Hunt, Nethercott, and Thomas (2010).

4. Undertake Gender and Social Analysis

Gender, social, and poverty analysis is needed when developing gender equality outcomes, outputs, and indicators. Gender analysis helps identify

- (i) major areas of gender-based discrimination and disadvantage in a country or sector;
- (ii) inequalities that may prevent women and men from participating in or benefiting from a policy, program, project, or other type of initiative;
- (iii) specific initiatives needed to empower women and remove barriers to equality; and
- (iv) women's and men's needs and aspirations.

Reporting on gender equality indicators should also be accompanied by gender and social analysis, to ensure that information is interpreted correctly. Evaluation questions can help to frame this analysis (Appendix 2) to enhance understanding of

- (i) how much change has taken place and the quality of the change,
- (ii) why and how the change has occurred,
- (iii) how effective an initiative or strategy has been and why,
- (iv) what factors constrained or facilitated change, and
- (v) whether gender equality results are likely to be sustainable.

5. Use Quantitative and Qualitative Indicators and Methods

Quantitative gender equality indicators are numerical measurements of change. Qualitative gender equality indicators assess perceptions, beliefs, or attitudes, and how these change. Qualitative indicators may also focus on description and analysis of certain types of changes: for example, gender analysis of the content of training programs, legislative changes, or assessments of organizational capacity.

Both types of indicators are needed to assess differences in participation, benefits, and outcomes for women, men, girls, and boys, and to assess changes in gender relations. Different types of indicators and evaluation questions with different sources of data and methods of data collection should be used to triangulate and validate information. A range of evaluative methods is needed to assess gender equality outcomes and results, at country strategy level and for development policies, programs, projects, and other initiatives.

Where survey methods are used to gather information, it is useful to quantify changes in qualitative dimensions. Qualitative information on changes in gender relations may also be presented as case studies on “most significant changes”¹² experienced by groups of beneficiaries. For example, case studies could include stories that demonstrate the different experiences of women and men living with HIV; examples of public statements by traditional and conservative leaders that demonstrate a change in attitudes toward violence against women and girls;¹³ or stories that show changes in views about expectations of young women or men (such as views on whether women should purchase condoms, to protect themselves from HIV transmission).

¹² Davies and Dart (2005).

¹³ Acknowledgment for this example is due to the Fiji Women's Crisis Centre and the Vanuatu Women's Centre, which use similar indicators to assess changes in attitudes.

6. Gather Baseline Information

Sex-disaggregated baseline information is essential to demonstrate changes over the life of a program, project, or other initiative. Baseline information provides a reference point for assessing gender equality results. To date, evaluations have frequently been hampered by a lack of sex-disaggregated baseline data, in addition to limited monitoring information on gender differences in participation and benefits and on changes in gender relations.¹⁴ When assessing changes in gender relations, baseline information needs to be well informed by quality gender and social analysis.

7. Flexibility to Modify the Design of Initiatives

It is important to be prepared to change the way programs, projects, and other initiatives are carried out, and to change objectives and activities if monitoring and evaluation shows that

- (i) women, men, boys, and girls are not participating or benefiting equally, or as expected (for example, when initiatives are specifically targeted at women and/or girls); or
- (ii) if there are unintended or harmful effects on women, men, boys, or girls.

Where there are significant or unintended differences between women's and men's participation and benefits, it is important to analyze why these differences occur, so that the initiative can be modified to ensure that benefits are distributed equally or as planned. Specific activities may be needed to empower women to ensure that they receive a greater share of benefits, in order to achieve equality; in these cases, men and boys may not be targeted in the same way as women and girls.

Box 3: A Checklist for Using Gender Equality Indicators

- Do stakeholders understand why it is important to collect sex-disaggregated information, and to undertake social and gender analysis?
- Does the capacity of partners and implementers to collect and analyze sex-disaggregated information need to be strengthened?
- Who is the information for? Do key stakeholders understand how it will be used, and is it relevant to their needs?
- Are the indicators easy to understand and use? Can the information be easily collected using existing local systems?
- Do the indicators impose new reporting burdens on partners, or are they aligned with existing reporting obligations?
- Will the information to be collected tell us whether development objectives have been achieved for both women and men, and whether there are any significant differences in the benefits for women and men, boys, and girls?
- Will the indicators help to measure gender equality results—such as women's and men's participation, benefits, outcomes, and impacts?
- Will the indicators help to measure changes and trends in gender relations over time, and the causes of those changes and trends?
- Will both quantitative and qualitative methods be used to collect information?
- Has gender and social analysis been used to help identify the indicators?
- Will the indicators provide information to improve the effectiveness of strategies to address gender inequalities and advance gender equality?

Source: J. Hunt. 2011. Introduction to Gender Sensitive Monitoring and Evaluation. Unpublished training notes.

¹⁴ For example, see World Bank (2011); AusAID (2001, 2010a); ADB (2009); Hunt, Nethercott, and Thomas (2010); and Hunt and Brouwers (2003).

8. Integrate Gender Equality Results and Indicators into Gender Action Plans

Embedding gender equality results and indicators in a project gender action plan (GAP) can be an effective strategy for ensuring that gender equality is taken seriously in the design and implementation of programs and projects, and that results are actually achieved. The project GAP is a tool used by ADB to ensure that gender mainstreaming is tangible and explicit in program and project design and implementation. The GAP is not a separate component; it mirrors program or project outputs, is an integral part of the design, and is based on the social and gender analysis undertaken during program or project preparation. It includes clear targets, strategies, activities, resources, gender capacity building, and quantifiable performance indicators. Key aspects of the GAP are incorporated into program or project assurances to encourage dialogue with and buy-in from executing agencies and other partners.¹⁵

Reviews of the implementation of GAPs highlight the need for them to be of sufficiently high quality, and they need to be systematically implemented and monitored to ensure results. For this to occur, executing and implementing agencies need to understand and own the GAP and its elements.¹⁶

9. Articulate and Evaluate Theories of Change

There is a growing evidence base regarding the types of economic strategies that have contributed to closing gender gaps at national and global levels, and some understanding of the factors that facilitate and constrain this.¹⁷ However, theories of change regarding how to make sustainable progress toward gender equality are still rarely articulated in policies and program and project designs, or explored in evaluations of development initiatives.¹⁸ More evidence is needed on the impact of incremental interventions (which do not challenge existing gender norms and roles), compared with those that explicitly seek to transform gender relations.¹⁹ There is some evidence that focusing on women's practical needs may contribute to strategic changes in gender relations, but further research is needed on how and why this occurs (or why not), and the prerequisites, policy, and design settings needed to facilitate and reinforce such changes.²⁰

Theories of change should be explicit in the design of policies, programs, projects, and other initiatives, and evaluation questions should test assumptions and explore the causes of changes in gender relations. This is essential to learn lessons and increase the effectiveness of interventions; it is important for initiatives focused primarily on advancing gender equality and for initiatives where gender equality is a secondary objective.

¹⁵ ADB Project Gender Action Plans; and Hunt, Nethercott, and Thomas (2010).

¹⁶ Hunt, Nethercott, and Thomas (2010); and Hunt, Lateef, and Thomas (2007).

¹⁷ World Bank (2001, 2011).

¹⁸ Batliwala and Pittman (2010).

¹⁹ World Bank (2011).

²⁰ For example, see Hunt, Nethercott, and Thomas (2010); and Hunt, Lateef, and Thomas (2007).

Chapter 2

Measuring Changes in Gender Relations

A. Dimensions of Gender Equality and Women's Empowerment

1. Gender Equality, Women's Empowerment, Agency, and Voice

Gender equality is defined as equal status, opportunities, outcomes, and rights for females and males, including in decision making. This requires the removal of discrimination and structural inequalities in access to resources, opportunities, and services. It also encompasses the promotion of equal rights, since equality between men and women and between boys and girls is an integral part of universal human rights. Gender equity refers to fairness in access to resources and in the distribution of benefits from development.²¹

Box 4: Women's Empowerment

"The concept of empowerment is related to gender equality but distinct from it. The core of empowerment lies in the ability of a woman to control her own destiny. This implies that to be empowered women must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use those rights, capabilities, resources, and opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions). And for them to exercise agency, they must live without fear of coercion and violence."

Source: C. Grown, G. Rao Gupta, and A. Kes. 2005. *Taking Action: Achieving Gender Equality and Empowering Women*. London. United Nations Millennium Project Task Force on Education and Gender Equality and Earthscan. p. 33.

Some practitioners emphasize that empowerment is both a process and an outcome, and there has been considerable debate on the measurement of women's empowerment, including what should and can be measured, and how to provide valid and reliable assessments of changes in women's lives.²² Empowerment is context-specific, like the concepts of transformative changes in gender power relations and strategic gender results. In other words, what is perceived by women themselves as empowering or strategic in one context may not be perceived in this way by others, or in a different context and time.

²¹ Definition adapted from Hunt, Nethercott, and Thomas (2010).

²² For example, see Kabeer (2001); Esplen, Heerah, and Hunter (2006); Esplen and Brody (2007); Alsop and Heinsohn (2005); and Malhotra, Schuler, and Boender (2002).

The concept of agency encompasses both gender equality and empowerment. Agency is the ability to make effective choices to achieve desired outcomes. However, choice by itself is insufficient. Agency also requires control over resources, income, and assets; decision making in family matters such as who and when to marry, and reproductive rights; the ability to move freely, including outside the home; freedom from violence; and political participation and representation, freedom of association, and engagement in collective action.²³

Voice is usually used in relation to women having a say in decision making, including the household and family, the community (where collective voice implies that women act together to speak about their needs), formal and informal institutions and organizations, markets, and politics. Voice may be enhanced or constrained by a range of factors which also impinge on agency: gender-based norms, stereotypes, and discrimination; women's individual capabilities and opportunities to participate in leadership; access to and control over resources and income; and the protection of women's human rights in law, including protection from and responses to gender-based violence.²⁴ Although voice does not transparently imply power or control, women may identify their capacity to speak about injustices as a key feature of the process of empowerment, and it is not possible to take action to claim rights without the power of voice.²⁵

2. Conceptual Framework Used in This Tool Kit

Gender equality results and indicators are organized according to the four dimensions outlined below. Each of the dimensions is closely interlinked, and the categories are not mutually exclusive. Achieving gender equality results in one dimension may have an impact on progress in others; likewise, progress in one area may be hampered if efforts in other dimensions are constrained. Results across all dimensions are needed to empower women and achieve sustainable changes in gender relations.

The conceptual framework used in this tool kit draws on several approaches. It is based on evidence and lessons learned regarding the key areas that need to be targeted to achieve equal benefits for women, and to advance gender equality and women's empowerment. The framework includes a dimension on gender capacity building for key stakeholders, since this has been identified as a key constraint for making progress toward gender equality in development cooperation efforts.²⁶

a. Human Capital

This dimension focuses on the fundamental building blocks for achieving gender equality and empowering women and girls. Enhancing human capital requires equitable access to and outcomes from health and education services. Access to information, services, training, and opportunities in other sectors is also critical. In order to achieve equitable human capital outcomes, it is essential to identify gender gaps; analyze how gender power relations affect access to services, opportunities, and outcomes; and design activities to meet the different needs of women, men, girls, and boys. Gender-based stereotypes, discrimination, and deficiencies in service quality need to be addressed to enhance human capital.

b. Economic Empowerment

This dimension focuses on reducing inequalities in access to and control over productive resources, services, and assets, such as land, other property, employment, income, information, financial services,

²³ World Bank (2011).

²⁴ World Bank (2001, 2011); and Hoare and Gell (2009).

²⁵ For example, see Hunt, Kasynathan, and Yogasingham (2009).

²⁶ For example, see DAC (2007, 2009, 2011); Hunt, Nethercott, and Thomas (2010); and AusAID (2001).

and other economic opportunities. It is essential to analyze the constraints that prevent women from accessing resources and benefiting equally from development programs and projects. Comparing rates of participation, access, and control by women and men is necessary to assess whether development initiatives are effective at reducing inequalities.

c. Voice and Rights

This dimension focuses on women's decision making and ability to assert their rights in public and private life, including households, markets, and formal and informal institutions such as community-based and civil society organizations, government agencies, representative bodies, and peace processes. It includes women's participation and leadership in organizations used to implement development activities, such as village committees, water and school committees, local councils, and other consultative and decision-making structures. Actions to reduce discrimination and protect women from violence and coercion, and reforms to enshrine the principles of CEDAW in legislation and customary justice systems are essential. For women to participate equally in decision making and leadership and enjoy their rights, efforts are needed to change the attitudes and behavior of male family members and leaders. Realistic targets for women's participation and leadership need to be identified with local stakeholders. Women's capacity to engage in organizations may need to be strengthened. Women's collective action to claim rights requires knowledge of human rights and the law, the self-confidence to act, and active women's organizations.

d. Gender Capacity Building

This dimension focuses on strengthening the capacity of development actors to design, implement, and evaluate policies and initiatives, to ensure that both men and women participate and benefit equally. This requires gender and social analysis and planning skills, including the ability to identify realistic targets, results, and indicators, and to develop, implement, and monitor gender action plans and strategies. Efforts are needed to strengthen the capacity of implementers, government agencies, national women's machineries, and civil society organizations including women's organizations. Supporting women's organizations to articulate women's experiences and priorities, advocate for gender equality at various levels, and hold duty bearers to account can be an effective strategy for achieving sustainable changes in gender relations.

B. Two Levels of Results and Indicators

Two levels of gender equality results and indicators are included in this tool kit. Both are important for assessing the effectiveness of development cooperation and progress toward gender equality.

- (i) **Country and sector level.** These outcomes and indicators may be included in regional, country, or sector strategies and performance frameworks, or in national policies. Results and indicators at this level should be aligned, wherever possible, with existing national commitments and reporting obligations of partner countries on gender equality.
- (ii) **Program and project level.** These results and indicators may be used in design, monitoring, and evaluation frameworks for programs and projects. They describe the deliverables expected from programs and projects.

Most of the sample indicators measure outcomes and outputs rather than inputs or processes. However, some process indicators are also included for programs and projects, to enable measurement of results at various levels and for different types of initiatives.

C. A Word of Caution

1. Compare Results for Women and Men, and for Boys and Girls

For most programs and projects, it is essential to word indicators so that results for women and girls can be compared with those for men and boys.

Collecting sex-disaggregated information does not mean focusing only on information about women's participation and benefits; without collecting and analyzing comparable data for men, it is not possible to assess whether an initiative has been effective at targeting and benefiting both women and men according to their needs, and it is not possible to learn lessons about the effectiveness of strategies for advancing gender equality. The only exception to this rule is where a particular initiative is focused exclusively on women and girls, or on men and boys.

2. Transforming Gender Relations Is a Long-Term Process

Working for sustainable transformations in gender relations is a long-term endeavor; demonstrating such changes within a 4–5-year program or project cycle can be a challenge. This is particularly true for initiatives and organizations aiming to bring about attitudinal and behavioral change. Moreover, efforts to promote the rights of women and girls may be seriously constrained when working in fragile states with conflict or political instability.

Setbacks and slow progress may mean that strategies, results, and indicators need to be revised. Gender and social analysis is the key to making sense of the complex processes of change involved in empowering women. Moreover, the process of change is rarely linear; breakthroughs in one dimension may be followed by setbacks in others.²⁷ In this context, it is important to select gender equality outcomes that are realistic within the time frame of program and project cycles. It is also essential to identify immediate and intermediate results and indicators that are stepping-stones to transforming gender relations and achieving gender equality outcomes.

²⁷ Batliwala and Pittman (2010).



PART B

Gender Equality Results and Indicators

Chapter 3

Education and Training

A. Country and Sector Level Outcome and Indicators²⁸

Gender Equality Outcome: Reduced gender disparities in educational outcomes and employment due to strengthened, gender-responsive, and better quality education systems	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Scores on literacy and numeracy tests and other national assessments, by sex, ethnicity, and location (rural or urban) • Number of male and female students benefiting from new or improved educational facilities
Economic empowerment	• Number and percentage of additional women and men completing a technical, vocational, or other tertiary qualification, by subject area • Number and percentage of women and men awarded a tertiary scholarship • Number and percentage of women and men scholarship recipients who graduate and are employed in their area of expertise • Number and percentage of male and female principals
Voice and rights	• Evidence that legislation and regulations prohibit discrimination in educational institutions (e.g., subject choices, technical and vocational courses and apprenticeships, pregnancy, parenthood, and disability) • Number of educational institutions with policies and procedures for dealing with sexual harassment and gender-based violence, and discrimination
Gender capacity building	• Evidence that education policy and strategies include gender equality objectives and activities to address barriers to equitable education outcomes • Evidence that school curricula promote equality between women and men, girls and boys

²⁸ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2006e, 2012c); AusAID (2011f, 2012a, 2013a); and CIDA (2000).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Reduced gender gaps in enrollment, completion, and learning outcomes in basic and secondary schooling	• Number of additional girls and boys enrolling, attending, and completing primary and secondary education • Number and percentage of female and male students receiving direct support (e.g., stipends, scholarships, conditional cash transfers, or nutritional supplements) • Repetition and dropout rates for primary and secondary schooling by sex, ethnicity, and location (rural or urban) • Number and type of targeted activities to monitor and assist boys and girls at risk of dropping out, by level of education • Number of males and females attending educational institutions made more accessible for people living with disabilities • Number of males and females benefiting from special education
– Educational infrastructure that meets the needs of female and male students and teachers – Additional school places created through school construction or upgrading	• Number of schools upgraded or constructed that reduce the distance for poor girls and boys to travel to school • Number of hostels and dormitories constructed or upgraded, and number and percentage of girls and boys benefiting • Proportion of educational institutions that provide private and safe sanitation and boarding facilities for girls and boys, including those living with disabilities, by level of education • Proportion of teacher housing provided to female teachers in rural and remote areas, by level of education • Number of new or upgraded facilities designed to improve the learning environment (e.g., libraries, laboratories, and sports facilities)

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Reduced gender disparities in women's employment in the education sector Targets met for women for – teacher training and recruitment – upgrading to achieve minimum qualification standards – access to in-service training – career progression – retention in key areas (e.g., subject areas, rural and remote locations)	• Number and percentage of qualified female and male teachers • Number and percentage of female and male teachers trained, by content area (e.g., planning, management, and teaching methods) • Percentage of women and men holding primary, secondary, and tertiary teaching positions (public and private systems) • Percentage of women and men in senior teaching, management, and curriculum review positions (e.g., supervisors, principals, vice-principals, and heads of departments) • Percentage of female and male teachers in rural and remote areas, and the percentage of qualified teachers (to minimum standards) • Number and type of incentive and support programs for recruitment, training, and career advancement, including those aimed at increasing the number of qualified female and male teaching staff in rural areas • Percentage of women and men who receive in-service or overseas training, compared with the total percentage of eligible women and men (teachers and school officials)
Reduced gender disparities in women's employment in nontraditional, high income and growth sectors of the economy	• Percentage change in female enrollment and completion rates in technical and vocational education, including in nontraditional areas and growth sectors of the economy • Number and percentage of male and female students receiving stipends, scholarships, or other financial support for technical and vocational education

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table continued

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
– Reduced gender gaps in technical and vocational, and tertiary education – Strengthened transition from schooling to decent work for young women and men (school-leavers, university graduates, and technical and vocational education and training graduates)	• Number and type of incentive and support activities enabling women to enroll in training institutions (e.g., affirmative action policies, review of entry qualifications or selection procedures) • Number and percentage of male and female graduates (school-leavers, university, technical and vocational) who secure employment in their areas of study • Number and percentage of women and men benefiting from industry placement programs • Evidence of mentoring and other support activities aimed at assisting women's transition to employment in nontraditional, high income and growth sectors of the economy • Percentage of women and men graduating in law, science, medicine, and information and communication technology • Number of child-care places provided for female students • Number and type of nonformal education programs offered to women and men, by subject area; and number and percentage of women and men completing these programs • Number and percentage of male and female career guidance counselors trained on gender issues • Annual percentage of short-term national and overseas training scholarships awarded to women and men, by subject area (for higher education and postgraduate studies)

3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Increased participation by women in decision making on education sector policies, reforms, and practices of educational institutions	• Number and percentage of women involved in the formulation and review of education policies and strategies, curricula, and teaching and learning materials • Percentage of women on school committees • Percentage of male and female office-bearers in school committees and education boards • Percentage of women and men in teachers' professional associations, compared with total numbers of male and female teachers; and percentage of male and female office-bearers
Increased awareness within families and communities of the importance of investing in education for both girls and boys	• Number and quality of community outreach programs that support girls and boys at risk of dropping out of school • Number and type of community outreach programs that raise awareness of vocational and career opportunities for girls and boys (e.g., information dissemination and media campaigns) • Changes in perceptions among women and men about the value of educating girls and boys, and the reasons for changes • Percentage of household income spent on education of girls and boys before and after awareness-raising activities
Women and girls are empowered to use their education to make life choices and pursue employment opportunities – The rights of girls and boys are promoted through curricula and teaching methods	• Changes in girls' aspirations about education, employment, and gender equality, and the reasons for changes (e.g., measured in perception surveys or focus group discussion) • Changes in boys' views about girls' education, employment, and gender equality, and the reasons for changes • School dress codes enable girls to participate in sport and active play • Number and type of activities undertaken in schools and other educational institutions that raise awareness about violence against women and girls and promote the rights of women and girls • Gender analysis of teaching and learning materials (e.g., the promotion of gender equality and positive images of girls and boys, and their abilities and aspirations) • Number and percentage of male and female staff trained on gender issues in education (preservice or in-service)

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity to provide quality education and address the barriers to educational access and achievement by females and males – Human resource management – Curriculum development and review	• Sector-wide approaches to funding include gender analysis of at-risk groups of girls and boys, and strategies to address inequities in access and outcomes • Evidence that sex-disaggregated data is used in education planning and monitoring, including tracer studies • Evidence that staff recruitment professional development and promotion criteria include gender equity standards • Teacher absentee rates, by sex and by location (rural or urban) • Percentage of qualified teachers who meet quality competency standards, by sex and by location (rural or urban) • Evidence that quality assurance and competency standards include standards for gender-sensitive behavior, teaching and learning methods, and teacher supervision • Number of curriculum reviews that include gender analysis or that were preceded by gender analysis training • Evidence that guidelines on a gender-sensitive learning environment are developed, disseminated, and included in teacher preservice or in-service training
– Public–private partnerships and private sector education managed and monitored to ensure gender equity	• The regulatory framework for public–private partnerships and private sector education delivery includes performance standards on reducing gender disparities and promoting equal access and learning outcomes (e.g., equal employment opportunities, policies and procedures for dealing with sexual harassment and gender-based violence and discrimination, infrastructure, gender-sensitive teaching and learning methods and materials, and access for people living with disabilities) • Evidence that performance against standards is regularly monitored and documented

Resources on Gender, Education, and Training

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for basic and primary, secondary, technical and vocational, and higher education; and sector development and reform programs.

_____. 2006. Gender Checklist: Education. Manila.

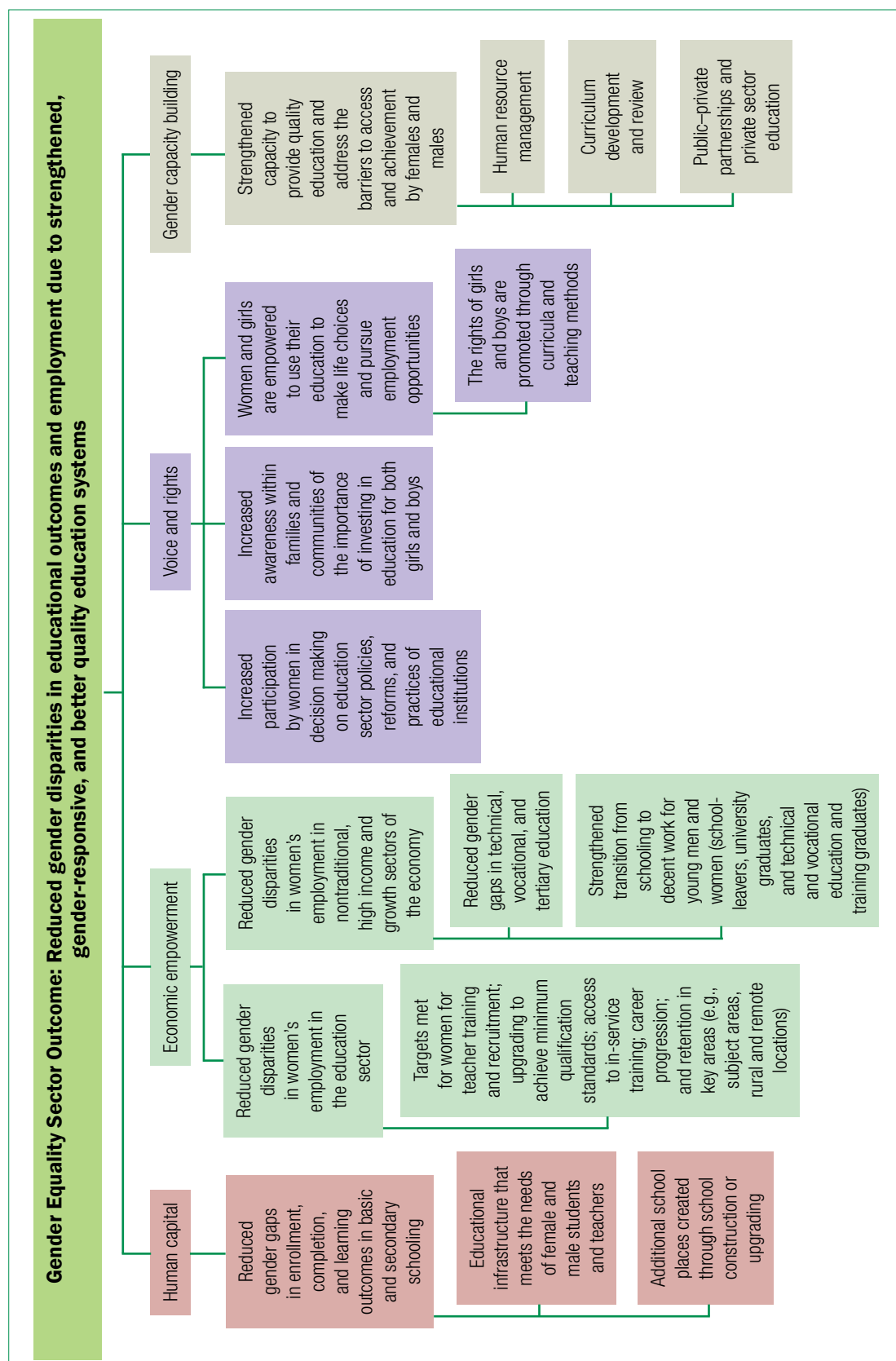
www.adb.org/publications/gender-checklist-education?ref=themes/gender/publications

Key questions, action points, and strategies for addressing gender issues in the project cycle for basic and primary, secondary, tertiary, and nonformal education and training; and terms of reference for a gender specialist.

BRIDGE. Global Resources: Education and Learning. www.bridge.ids.ac.uk/go/global-resources-database/browse-by-theme/education?CFID=60609985&CFTOKEN=9bf129def33640cb-6CABB176-9BAF-0019-A980375D9E4C83A4

Links to many resources on gender in education, including in science and technology.

C. Education and Training: Flowchart of Gender Equality Results



Chapter 4

Energy

A. Country and Sector Level Outcome and Indicators²⁹

Gender Equality Outcome: Poor women and men are using reliable, efficient, and affordable energy that reduces women's time burdens and releases them to engage in other economic activities	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Time saved by women and girls on collecting biomass fuels • Percentage change in expenditure on purchasing fuel for household energy needs by women • Number of cases of respiratory disease, carbon monoxide poisoning, and fire accidents, by sex (adults and children)
Economic empowerment	• Number and percentage of women and men with increased incomes due to improved energy facilities and services
Voice and rights	• Evidence that energy sector policies, strategies, and plans require participatory approaches and the targeting of both women and men to manage renewable and nonpolluting technologies
Gender capacity building	• Energy policy, strategies, and reforms include gender equality objectives based on gender analysis of need, demand, and supply

²⁹ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2006e, 2012c); AusAID (2011f, 2012a, 2013a); and CIDA (2000).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital^a	
Improved access to affordable electricity Targets met for electrification of all households	- Number of households with an electricity connection^a - Number and percentage of households with free or subsidized electricity connections, flexible payment arrangements, or receiving credit for household connections^a (including for renewable and nonpolluting energy technologies) - Number of households adopting workload-saving and efficient energy technologies (labor-saving technologies)
- Increased access by women to time-saving, affordable, renewable, and nonpolluting energy technologies - Increased energy efficiency at the household level	- Number of training and awareness activities targeted at women and men on energy efficiency, safety, and conservation; and number and percentage of women and men participants - Women's and men's satisfaction with electricity services or renewable energy technologies (reliability, affordability, convenience, efficiency, reasons for not taking up new services or technologies)^a
Reduced incidence of respiratory disease due to clean energy solutions - Clean and energy-efficient electricity generation in urban and rural areas - Increased understanding of the causes of respiratory disease	- Number and percentage of households using clean energy cooking facilities^a - Number of reported cases of respiratory infections - Number of high-polluting energy facilities decommissioned and replaced by energy-efficient, nonpolluting facilities - Number of schools and health and other community facilities using clean energy sources for heating and other uses - Number of people participating in community awareness activities on the health impacts of polluting energy sources, by sex and age (adults and children)
Women and men benefit equitably from program- and project-related training	- Number and percentage of women and men who receive training provided by the program or project, by type of training - Number of training sessions targeted at women and men, by area of content

^a These indicators should be disaggregated by socioeconomic group (e.g., lowest wealth quintiles) and vulnerable and marginalized groups (e.g., households that include people living with disabilities or type of household head, where relevant).

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased employment and enterprise opportunities for women and men Targets met for women's employment during construction, operation, and maintenance and in energy agencies	- Number and percentage of jobs (person-days) generated by the project for women and men - Number and percentage of women and men employed, by type of job and pay rates; and proportion of women employed in unskilled, technical, management, and supervisory roles (e.g., meter-readers, technicians, bill collectors, customer service staff) - Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development in energy sector agencies and service providers

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table continued

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
– Targets met for women's employment as renewable energy service providers and technicians	• Number and percentage of women and men who receive technical training to assemble, operate, maintain, or manage small and medium-sized energy enterprises • Number and percentage of women and men earning income as renewable energy service providers and technicians, by type of energy technology (e.g., solar, biogas) • Evidence of the type of incentives used to encourage women's entry into the renewable energy market (e.g., finance packages, tax benefits and rebates, pilot schemes, partnerships with financial institutions, the private sector or women's associations)
– More women engaged in other micro, small, and medium-sized enterprises due to more efficient, nonpolluting, and labor-saving energy technologies	• Number and percentage of enterprises established or expanded using new energy sources by women and men, by type of enterprise • Number and percentage of women and men trained in the use of efficient energy technologies, or other aspects of enterprise development and management, by type of training • Evidence of specific activities designed to support women's and men's enterprise development, including partnerships with nongovernment organizations, women's associations, or financial institutions
– Targets met for women's access to credit for energy sector and other enterprises	• Number and percentage of women and men receiving credit for enterprises, by type of enterprise • Number and percentage of women and men purchasing more energy-efficient, labor-saving technologies (e.g., grinding mills, water pumps, etc.) • The proportion of credit provided to men and women, and to women from poorer socioeconomic groups

3. Gender Equality Dimension: Voice and Rights³⁰

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women and men participate equitably in decision making in the energy sector – Policy making – Utilities and energy boards – User groups and committees – Public consultations on energy infrastructure, efficiency, and technologies	• Number and percentage of women and men who attend participatory planning and consultation meetings • Number and percentage of women and men in energy user groups, cooperatives, committees, utilities, or energy boards; and in decision-making positions in these entities • Number and percentage of women involved in decision making on tariff arrangements (including identification of poor and vulnerable households for free or subsidized access) • Number and percentage of male and female facilitators and field staff working with community groups on planning, consultation, or implementation • Changes to design, implementation, cost recovery, or maintenance practices due to consultation with women • Evidence of the number and type of awareness activities on entitlements and standards of energy service specifically targeted at poor women and men
Women's and men's rights are protected, in relation to jobs lost due to the decommissioning of polluting and inefficient energy plants	• Number and percentage of women and men who lost their jobs • Number and percentage of affected women and men who were retrained, restored their livelihood and income, or reemployed in renewable or clean energy generation

³⁰ See Appendix 1 for results and indicators on the protection of women's rights when communities are displaced or resettled due to energy projects.

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of service providers to ensure women and men benefit equitably from energy investments	• Evidence that equal employment opportunity policy and practices are implemented for staff and contractors (core labor standards, equal pay for work of equal value, occupational health and safety, and separate sanitation facilities) • Sex-disaggregated data routinely collected and applied to policy, planning, implementation, monitoring, and evaluation
– Increased capacity of service providers to consult with women and men, and respond to women's needs and priorities	• Evidence that procedures for responding to complaints are publicly available and accessible to women; standards for responding to complaints are implemented and monitored • Number of training sessions with energy agencies and service providers on participatory techniques to involve women and men; and the number and percentage of women and men attending
– Increased understanding by service providers of gender issues in the energy sector	• Number of training and awareness sessions held with energy boards, agencies, and service providers on gender issues in the energy sector • Number and percentage of women and men attending gender training (by agency and type of employee)

Resources on Gender and Energy

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for a variety of energy projects.

ADB. 2012. Gender Tool Kit: Energy. Going Beyond the Meter. Manila.

www.adb.org/documents/gender-tool-kit-energy-going-beyond-meter?ref=themes/gender/publications

Includes gender issues in the energy sector; actions needed through the project cycle; gender analysis questions for demand- and supply-side projects and policy reform; baseline and monitoring data; entry points and gender-inclusive design features for different types of energy programs/projects; good practices; a list of gender equality outcomes, outputs, and indicators; and terms of reference for a gender specialist.

ENERGIA. International Network on Gender and Sustainable Energy.

www.energia.org/home/

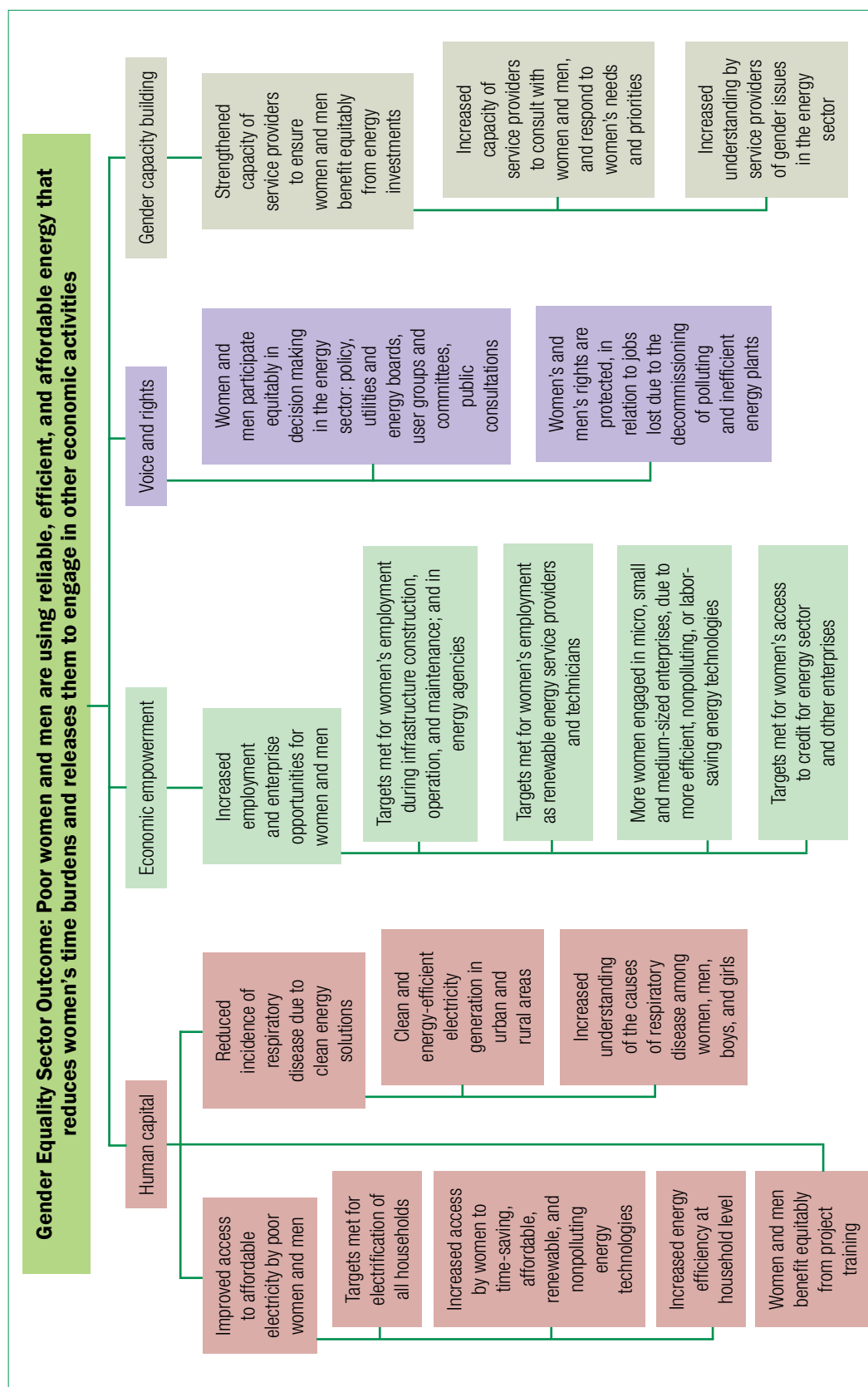
Links to training materials, resource packs, online learning, and publications.

United Nations Development Programme. 2004. Gender and Energy for Sustainable Development: A Toolkit and Resource Guide. New York.

www.undp.org/content/undp/en/home/librarypage/environment-energy/sustainable_energy/energy_and_genderforsustainabledevelopmentatoolkitandresourcegui.html

Outlines gender issues in energy, women's energy needs, lessons from project experiences, tips for addressing gender equality issues in project planning, gender-sensitive indicators, sample project outlines, and annotated guides to further resources.

C. Energy: Flowchart of Gender Equality Results



Chapter 5

Environmentally Sustainable Development and Climate Change³¹

A. Country and Sector Level Outcome and Indicators³²

Gender Equality Outcome: Reduced vulnerability of poor women to climate change impacts, and strengthened capacity to manage these changes	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Number of community-based adaptation activities that strengthen women's access to resources for sustainable food production, renewable energy, and clean water sources • Number and percentage of poor women and men with increased resilience to deal with climate changes (e.g., use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues) • Time saved in collecting and carrying water, fuel, and forest products due to environmentally sustainable and climate change adaptation activities
Economic empowerment	• Number and percentage of women and men who access employment or increase their incomes due to climate change adaptation or mitigation activities
Voice and rights	• Evidence that climate change policies, strategies, and plans require the participation and involvement of poor women and men in developing and managing local adaptation and mitigation plans
Gender capacity building	• Evidence that policies, strategies, and plans are based on gender analysis of the different impacts of climate change on poor women and men, and include gender equality objectives for each sector of climate change adaptation and mitigation

³¹ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2012a, 2012b); and CIDA (2000).

³² Results and indicators for environmentally sustainable development and climate change intersect with those listed in other chapters, such as energy; water supply and sanitation; transport; urban development; humanitarian and disaster preparedness and response; and rural development, agriculture, and food security.

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Increased fuel, water, and food security for poor women and men – Increased capacity of poor women and men to adapt and respond to environmental changes	• Number and percentage of women using renewable, sustainable, and efficient household energy sources • Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g., adaptations to land management practices in marginal and fragile lands, adaptations related to changed rainfall patterns) • Number of households with improved access to water for agricultural and household uses • Changes in women's workload compared with men's due to environmental changes and adaptation activities • Percentage of women and men involved in environmental protection or adaptation activities • Women's and men's views on the impact of project activities on their fuel, water, and food security and the viability of communal and other natural resources
Women and men benefit equitably from project training	• Number and percentage of women and men who receive training, by type of training (e.g., community-based early warning systems and procedures) • Number of training sessions targeted at women and men, by content area

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Equal employment for women and men in forest, land use, coastal and inshore fisheries, and marine management projects	• Number and percentage of jobs (person-days) generated for women and men in the community • Proportion of women employed in unskilled, technical, management, and supervisory roles, by sector
– Targets met for women's employment in climate change agencies and projects	• Number and percentage of women and men employed in climate change agencies and as project and field staff • Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development
Equal access by women to small grants for climate change projects	• Number of awareness activities providing targeted information to women on climate change small grant opportunities • Number and percentage of women and men who receive finance for climate change small projects • Evidence that climate finance facilities include special windows for funding activities with women's groups and gender-sensitive guidelines for all funded activities, and employ women and men in fund management

3. Gender Equality Dimension: Voice and Rights³³

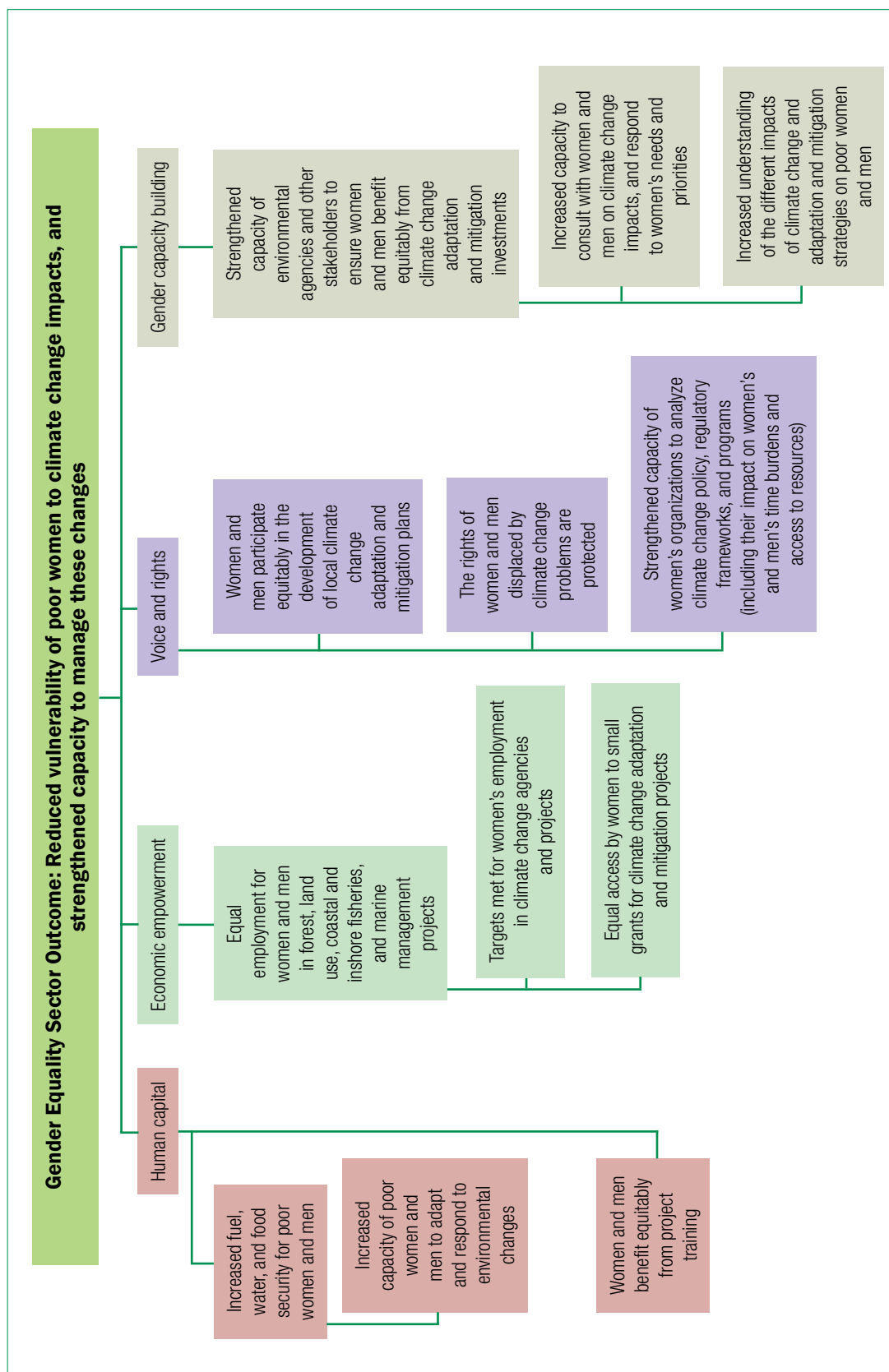
Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women and men participate equitably in the development of local climate change adaptation and mitigation plans	• Number of community-based agreements and adaptation plans that have input from both women and men • Number and percentage of women and men who attend community-based meetings on natural resource management (e.g., land, forests, coastal and inshore, marine, water supply) • Changes in adaptation or mitigation plans and initiatives due to consultation with women
The rights of women and men displaced by climate change problems are protected	• Evidence of the number and type of activities specifically targeted at women and men who have migrated due to degradation of natural resources caused by climate change
Strengthened capacity of women's organizations to analyze climate change policy, regulatory frameworks, and programs (including their impact on women's and men's time burdens and access to natural resources)	• Number of research activities that involve women in documenting women's and men's local knowledge of resource management and changes in resource availability and use • Number of women's organizations involved in the assessment and management of environmental hazards • Number and percentage of women and men in civil society organizations trained in gender analysis of environmental impacts and climate change adaptation and mitigation programs • Number of women's groups engaging in national debate and analysis of environmental impacts, and climate change policy, regulatory frameworks, and programs

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of environmental agencies and other stakeholders to ensure that women and men benefit equitably from climate change adaptation and mitigation investments – Increased capacity to consult with women and men on climate change impacts, and respond to women's needs and priorities – Increased understanding of the different impacts of climate change and adaptation and mitigation strategies on poor women and men	• Evidence that sex-disaggregated information on women's and men's access to and use of natural resources (land, waterways, forests, fisheries) and their links to environmental challenges is documented and applied to program planning and implementation • Amount of research funding dedicated to natural resource management and adaptation focused on activities undertaken by poor women, including crops farmed by women, forest products, fibers, coastal fishing, and water uses • Number of training sessions held with environmental agencies and other stakeholders on participatory techniques to involve women and men; and number and percentage of women and men attending • Evidence that contracts with implementing agencies (e.g., nongovernment organizations) require consultation with women, employment of female staff and community facilitators, and implementation of gender strategies based on gender analysis • Number of executing and implementing agencies that employ staff with specialist expertise on gender and climate change • Number of training and awareness sessions with environmental agencies and other stakeholders on gender issues in environmentally sustainable development and climate change; and number and percentage of women and men attending

³³ See Appendix 1 for indicators relating to resettlement and compensation for people affected by climate change adaptation and mitigation programs and projects.

C. Environmentally Sustainable Development and Climate Change: Flowchart of Gender Equality Results



Resources on Gender, Environmentally Sustainable Development, and Climate Change

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for climate change adaptation and mitigation activities in sectors such as water resources, flood mitigation, energy, and drought mitigation.

BRIDGE. 2011. Cutting Edge Pack: Gender and Climate Change. Brighton: Institute of Development Studies.
www.bridge.ids.ac.uk/go/bridge-publications/cutting-edge-packs/gender-and-climate-change/gender-and-climate-change&langid=1

A comprehensive overview report on gender issues in climate change; a short briefing paper summarizing the main report; and a supporting resources collection of annotations on key texts, case studies, tool kits, training manuals, and organizations.

Food and Agriculture Organization of the United Nations (FAO). Climate Change: Gender Equity and Social Issues.

www.fao.org/climatechange/49379/en/

Links to publications and research on gender issues in climate change adaptation and mitigation including agriculture, land tenure, biodiversity, biofuels, livestock management, and other land use practices.

Women's Environment and Development Organization (WEDO). Climate Change.

www.wedo.org/category/themes/sustainable-development-themes/climatechange

Links to publications and other websites on gender issues in adaptation, climate finance, the Global Gender and Climate Change Alliance (which tracks attention to gender issues in international climate change conventions and processes), mitigation, forest governance and reducing emissions from deforestation and forest degradation (REDD+), tools for community-level action, and training resources.

Chapter 6

Finance Sector, Private Sector, and Enterprise Development³⁴

A. Country and Sector Level Outcome and Indicators³⁵

Gender Equality Outcome: Improved economic status of women	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Number and percentage of women and men receiving business development advice and support (e.g., how to start and operate a business, taxation, and business regulations)
Economic empowerment	• Number and percentage of women with increased incomes • Number of jobs created for poor women and men • Changes in income disparities between women and men (wages gaps) • Percentage of registered enterprises that are owned or managed by women (micro, small, and medium-sized)
Voice and rights	• Amendments to finance and labor laws and regulations to protect women's rights and remove legal obstacles to women's business activities (e.g., inheritance, property ownership, family law, banking, taxation, equal employment opportunity, sexual harassment, requirements for male signatures on banking or business documents)
Gender capacity building	• Evidence that policies and strategies include gender equality objectives and address the barriers to women's economic advancement in formal employment, small and medium-sized enterprise development, and access to financial and business services

³⁴ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2006d); AusAID (2010, 2012a, 2012b, 2013a); CIDA (2005); and Hunt, Kasynathan, and Yogasingham (2009).

³⁵ Results and indicators intersect with those listed in other chapters, such as rural development, agriculture and food security, transport, energy, and urban development.

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Increased capacity of women to understand and use financial, banking, and business services effectively	- Number and percentage of women and men trained in financial and banking services, taxation, and business laws and regulations - Number of finance service providers that conduct financial literacy training in conjunction with service delivery (e.g., on protection from predatory providers, rights and obligations of borrowers, interest rates, different types of financial services) - Number of organizations supported to improve the quality and appropriateness of financial products to benefit women
Initiatives supported that facilitate women to access decent work (formal and informal employment), including women with disability	- Number of private and public sector organizations providing paid maternity, paternity, and family leave - Number and percentage of women and men with disability supported to access formal or informal employment - Percentage change in the number of affordable child-care places

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased employment of women in both the formal and informal sectors Women supported to access employment outside the agriculture sector	- Percentage change in the number of registered businesses owned solely or jointly by women (by number of employees and sector) - Number and percentage of micro, small, or medium-sized enterprises established or expanded by women and men; and number operational and profitable at project completion - Number and percentage of women and men supported to gain formal or informal employment outside the agriculture sector
Targets met for increased employment by women in the finance sector	Number and percentage of additional women employed to work in finance sector institutions (e.g., rural banks, credit unions, and as extension agents in microfinance programs)
Targets met for women's access to financial services (savings, loans, insurance, remittances)	- Number and percentage of women and men who receive credit, by proportion of credit - Number of nonsecured loans provided to women and men - Number and percentage of poor women and men with new bank accounts - Number and percentage of women and men who "graduate" from microfinance institutions to formal banks - Number and percentage of additional poor women and men with access to a range of financial services (e.g., savings, loans, insurance, transfers, remittances, bank accounts accessible by mobile phones) - Examples of financial services and products specifically designed to meet the needs of poor women (e.g., women's desks, group guarantees, micro-insurance services)
Women supported to access higher paid jobs including in nontraditional and growth sectors of the economy	- Changes in the percentage of women in management, technical, and professional positions under the project - Number and percentage of women and men who participated in training to assist them to access higher paid employment - Number and percentage of women and men trained in enterprise development, business or financial management, and information and communication technology - Number and percentage of women and men trained in nontraditional areas, growth sectors, or higher-income employment and enterprises
Increased ownership of assets by poor women	Changes in the amount and types of assets owned by women (sole and joint ownership with men), such as land, housing, telephones, and other assets for enterprise development
Improved capacity of women entrepreneurs Private financial institutions providing business development services to women	- Number of training sessions and other business advisory services (e.g., information, mentoring programs, market access, product improvement) targeted specifically at women entrepreneurs in the formal and informal sectors of the economy - Number of women who benefit from targeted business advisory and support services - Number of value-chain improvement activities benefiting women

3. Gender Equality Dimension: Voice and Rights

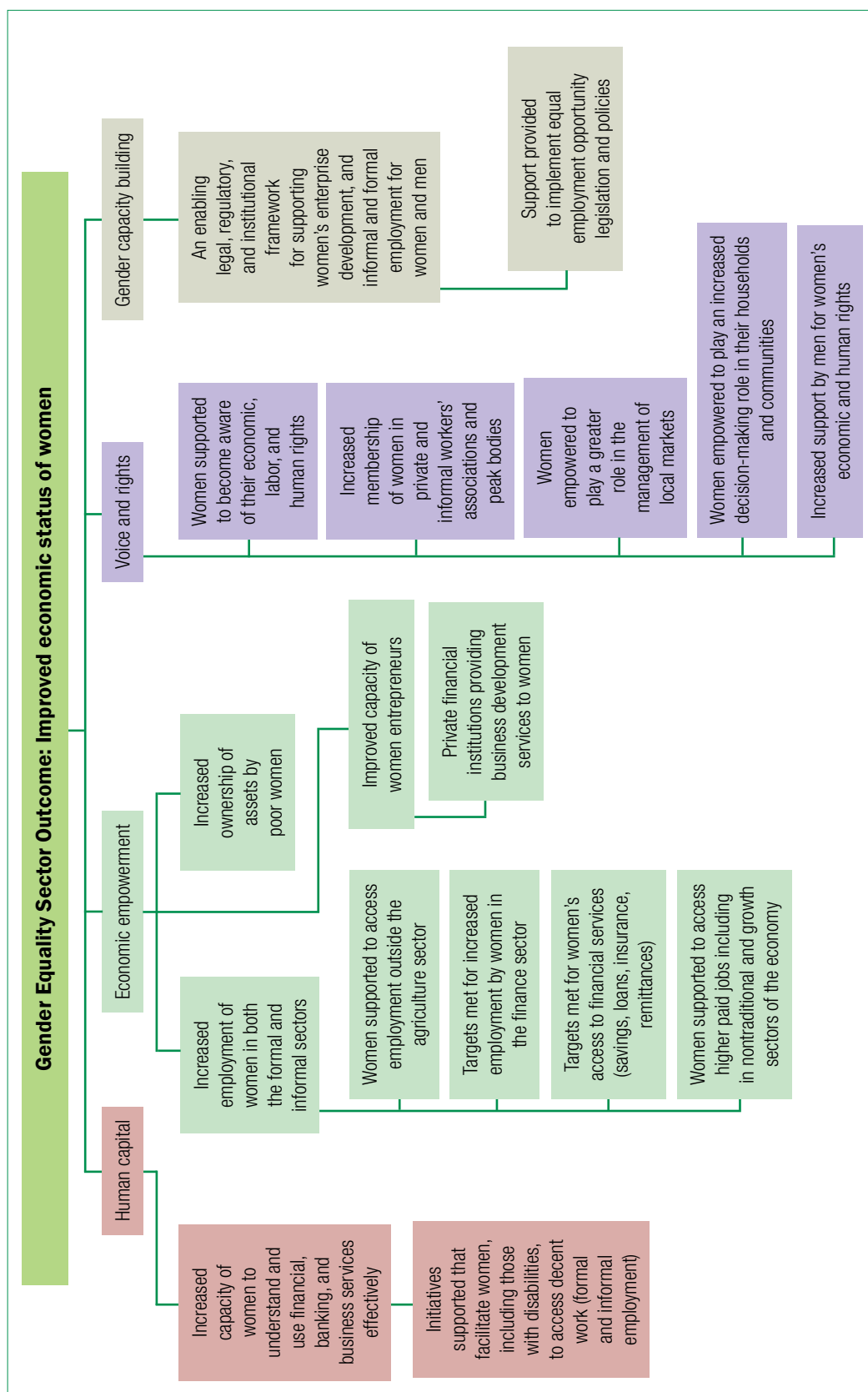
Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women supported to become aware of their economic, labor, and human rights	- Number of women trained on their legal rights as workers (e.g., pay, conditions, health and safety, sexual harassment), including women market vendors - Evidence that women are more aware of their economic and labor rights - Examples of changes to policies, laws, regulations, or conditions due to advocacy by women on their economic and labor rights - Women's views and levels of satisfaction regarding workplace practices and complaints (e.g., recruitment, pay, conditions, promotion, health and safety, sanitation facilities)
Increased membership of women in private and informal workers' associations and peak bodies	- Number of women participating in business networks, informal workers' associations, and migrant workers' associations - Number and percentage of women in decision-making positions in private associations and peak bodies - Percentage of female public and private sector board members
Women empowered to play a greater role in the management of local markets ^a	- Number and percentage of women vendors participating in market women vendors' associations including in leadership positions - Number of shops or spaces allotted for women vendors - Examples of changes to the design, operation, fee collection, security arrangements, waste management, and maintenance of markets due to consultation with women vendors or advocacy by women vendors' associations - Women's perceptions of changes in safety, convenience, and corruption
Women empowered to play an increased decision-making role in their households and communities	- Examples of changes in women's decision making in the family and community organizations due to project activities - Changes in women's control over income (their own earnings and bank accounts, and other family income); and examples of women's and men's spending priorities
Increased support by men for women's economic and human rights	- Number of awareness and training activities targeted at men and boys on women's economic and human rights - Changes in perceptions among men and male leaders of the benefits of women's economic empowerment - Changes in the gender division of labor reported by women and men (e.g., men undertaking domestic work, or women working in nontraditional income-earning roles)

^a See the chapter on urban development (Chapter 11), which includes other indicators on local markets.

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
An enabling legal, regulatory, and institutional framework for supporting women's enterprise development, and informal and formal employment for women and men Support provided to implement equal employment opportunity legislation and policies	- Sex-disaggregated data on employment and enterprise development (formal and informal) is routinely collected, analyzed, and reported nationally, including value-chain analysis - Evidence that structural barriers to women's employment and enterprise development (formal and informal) are researched and analyzed (e.g., through surveys of women employees and entrepreneurs) - Evidence that national gender strategies and action plans are developed and implemented to address barriers, particularly in growth sectors of the economy - Evidence that gender analysis undertaken of tax and other regulatory reforms to assess their different impacts on men's and women's employment and enterprise development (formal and informal sectors) - Examples of support provided to amend discriminatory legislation and policies, including for women and men with disability and other marginalized groups - Levels of satisfaction of women regarding the implementation and impact of laws, policies, and regulations on their ability to earn income

C. Finance Sector, Private Sector, and Enterprise Development: Flowchart of Gender Equality Results



Resources on Gender, Finance, the Private Sector, and Enterprise Development

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans in the finance sector, private sector, and enterprise development programs and projects.

_____. 2006. Gender, Law and Policy Toolkit. Manila.

www.adb.org/documents/gender-law-and-policy-adb-operations-tool-kit?ref=themes/gender/publications

A summary of law and policy issues and tips for addressing gender inequalities in country partnership strategies, situation analyses, project designs, targets and indicators, and loan assurances.

Association for Women's Rights in Development (AWID). Transforming Women's Economic Power.

www.forum.awid.org/forum12/

A resource and learning hub on the AWID 2012 Forum theme of "Transforming Economic Power to Advance Women's Rights and Justice" including links to other sites.

International Labour Organization (ILO). Gender Equality.

www.ilo.org/global/topics/equality-and-discrimination/gender-equality/lang-en/index.htm

Links to ILO's "Resource guide on gender equality in the world of work" and "Gender Mainstreaming in Local Economic Development Strategies: A Guide" and a range of other publications on women's economic empowerment.

WIEGO. Women in Informal Employment: Globalizing and Organizing.

<http://wiego.org/>

Publications, resources, and links on women's informal employment, including statistics, women's informal employment in global trade, social protection, urban development policies, and women's economic empowerment.

Chapter 7

Health

A. Country and Sector Level Outcome and Indicators³⁶

Gender Equality Outcome: Increased access to and utilization of better quality health services that respond to the different needs of poor women, girls, men, and boys	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Changes in the utilization of health services in urban and rural areas, by sex, age, ethnicity, and socioeconomic group (lowest wealth quintiles) • Number of additional births attended by a skilled birth attendant
Economic empowerment	• Number of additional female health workers employed, by location and level of seniority
Voice and rights	• Evidence of the removal of legal and regulatory barriers that prevent women from accessing reproductive health services, including family planning, contraception, and prophylaxis following sexual violence
Gender capacity building	• Health and HIV policy and sector strategies include gender equality objectives and activities to address the health consequences of unequal gender relations

³⁶ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2006f, 2012a); AusAID (2011c, 2013a); Baume et al. (2001); Rothschild et al. (2006); UN (2003); and WHO (2004).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Increased accessibility and utilization of health services for poor women, girls, men, and boys - Nonmedical barriers to women accessing health services are identified and addressed such as:^a - distance to health centers and hospitals, - health outreach, - quality of health services, - female health staff, and - poverty	- Proportion of women and men accessing health outreach services annually, by age, urban or rural location, ethnicity, and socioeconomic group - Number of health outreach activities per year in remote rural locations, and the percentage specifically targeted at women and men - Number of additional health services at local level that have adequate and trained female staff - Percentage of health facilities adequately stocked with medical supplies and equipment to treat communicable diseases and other health problems
Improved quality and accessibility of maternal and child health, reproductive health, and family planning services	- Number and type of design features that address financial barriers to women's access to health care (e.g., number of poor women receiving social or cash transfers to access health services, number and percentage of additional women and men with health insurance, number of services offering subsidies to the poor for treatment or transport to health facilities, and number of women benefiting) - Patient satisfaction with the quality of health care, including the availability and attitudes of health staff, by sex, location (rural or urban), and socioeconomic group
Health infrastructure meets the needs of women patients, caregivers, and staff	- Average distance of households to health centers in rural and remote areas - Number of health centers constructed or upgraded, including the number that reduce the distance for poor women to travel - Number and percentage of health facilities providing adequate privacy (visual and auditory), particularly for reproductive health and cases of violence against women and girls - Number of health facilities that address women's needs as caregivers (cooking facilities for community members, separate toilets for women relatives, accommodation for female staff) - Proportion of medical housing provided to women health staff, including in rural and remote areas
Reduced risk and impact of HIV/AIDS and sexually transmitted infections (STIs)	- Number and percentage receiving prevention, training, and voluntary counseling and testing activities, by sex and target group (e.g., sex workers, transport, migrant and construction workers, youth, security sector personnel) - Percentage of condom use reported by females and males during the last incident of high-risk sex - Use of antiretroviral treatment, by sex, age, ethnicity, and socioeconomic group - Percentage of HIV-positive pregnant women who complete a course of antiretroviral treatment to prevent mother-child transmission - Changes in men's willingness to use condoms and their reasons - Percentage of males and females with correct knowledge of HIV prevention and transmission (adults and children)

^a See the section on voice and rights for results and indicators related to cultural and other barriers, including health information, education, and communication strategies.

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Reduced gender disparities in women's employment in the health sector Targets met for women's training, recruitment, and promotion, including in remote rural locations and senior clinical and management positions	- Percentage of women and men employed in the Ministry of Health, provincial health departments, and health facilities, by level of seniority, location (rural or urban), and type of employment (e.g., management, administration, nurses, doctors, paramedics, community-based health workers, ancillary staff, technicians) - Percentage of women and men who receive preservice, in-service, study tour, or overseas training, compared with those eligible for training - Number of additional midwives and other health workers trained, by sex - Type of incentives to encourage women and men health workers to live in rural and remote areas (e.g., safe housing); and percentage of women and men who receive incentives - Evidence that the impact of policy and sector reforms on female employment is monitored and addressed
Increased engagement in economic activities by women due to better health services	Number and percentage of women who report time-savings and increased ability to engage in economic activities due to improvements in their own health care and reduced childhood illnesses

3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Increased participation by women in health service design, delivery, and review	- Percentage of women and men in health committees at different levels (e.g., national, district, local) - Percentage of female and male office-bearers on health committees and boards - Evidence that women's organizations are involved in health policy development, review, and awareness-raising campaigns (including organizations focused on gender-based violence and sexual and reproductive rights) - Number and percentage of women and men serving as health volunteers, and percentage trained for this role - Number and percentage of women and men living with HIV involved in planning, implementation, and evaluation of HIV/AIDS programs
Women are empowered to make informed choices to protect their health and rights - Increased awareness of women's health needs and health-seeking behaviors by women, men, and children - Health information, education, and communication (IEC) strategies recognize and respond to women's responsibilities for health care, and cultural barriers to women accessing health services	- Percentage of women who report that they exercise increased decision making or control over health, family planning, and sexual relations, and the reasons for any change - Percentage of men who report changed attitudes on health, family planning responsibilities, and women's rights, and the reasons for any change - Percentage of adult men and women who support STI and HIV/AIDS education programs for adolescent boys and girls - Changes in the percentage of women's and men's income spent on food and health care, and reasons for any change - Number, type, and quality of initiatives aimed at increasing women's control over their fertility and sexual and general health, including the number specifically targeted at women and men - Number and quality of IEC materials and activities developed in consultation with women - Evidence that IEC materials integrate gender equality messages (e.g., rights to health care, women's sexual and reproductive rights, women's workloads, violence against women and girls), and treat women as partners in caring for their family's health
Increased understanding by men of women's health needs and rights	- Examples of social protection measures and training initiatives that target the needs of caregivers - The number and percentage of male and female home-based caregivers provided with training, counseling, or other support - Number of IEC initiatives targeted at men that focus on women's health issues and rights, violence against women, and the importance of joint health care responsibilities

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of health services to respond to women's and girls' health needs - Health consequences of unequal gender relations are recognized and addressed - The links between health, gender-based violence, and sexual and reproductive rights are understood and addressed	- Evidence that health policy, plans, sector reforms, and funding are based on analysis of gender differences in health risks through the life cycle and in the use of health services - Evidence that sex-disaggregated data is routinely collected and used in all areas of health planning and monitoring - Number of health facilities with at least one female staff member trained in women's health - Evidence that medical and nursing curricula include a focus on gender and health - Number and percentage of female and male health staff trained in gender and health, reproductive health, HIV and STI prevention and treatment, and physical and sexual gender-based violence - Level of understanding by trained health workers (by sex) of how gender relations influence women's and men's health - Number of health facilities with protocols and service delivery practices that are gender-sensitive and promote women's rights (e.g., privacy, confidentiality) - Number of facilities that implement protocols for dealing with physical and sexual gender-based violence - Number of referrals made to other service providers for counseling and support for survivors of physical and sexual gender-based violence - Number of primary health care services that provide an integrated approach to reproductive health and prevention and treatment of HIV/AIDS - Proportion of funds for medical research that focus on women's health
Public-private partnerships are managed and monitored to ensure gender equity	- The regulatory framework for public-private partnerships includes performance standards for the employment of women as service providers, gender-sensitive protocols and service delivery practices, and human resource management practices - Performance against standards is regularly monitored and documented and issues addressed

Resources on Gender and Health

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for primary health care, prevention of HIV and other communicable diseases, and health sector development and policy reform.

_____. 2006. Gender Checklist: Health. Manila.

www.adb.org/publications/gender-checklist-health?ref=themes/gender/publications

Key questions to ask to address gender issues in reproductive health, family planning, and health delivery systems; and terms of reference for a gender specialist.

_____. 2012. *Gender Tool Kit: Public Sector Management*. Manila.

www.adb.org/documents/gender-tool-kit-public-sector-management?ref=themes/gender/publications

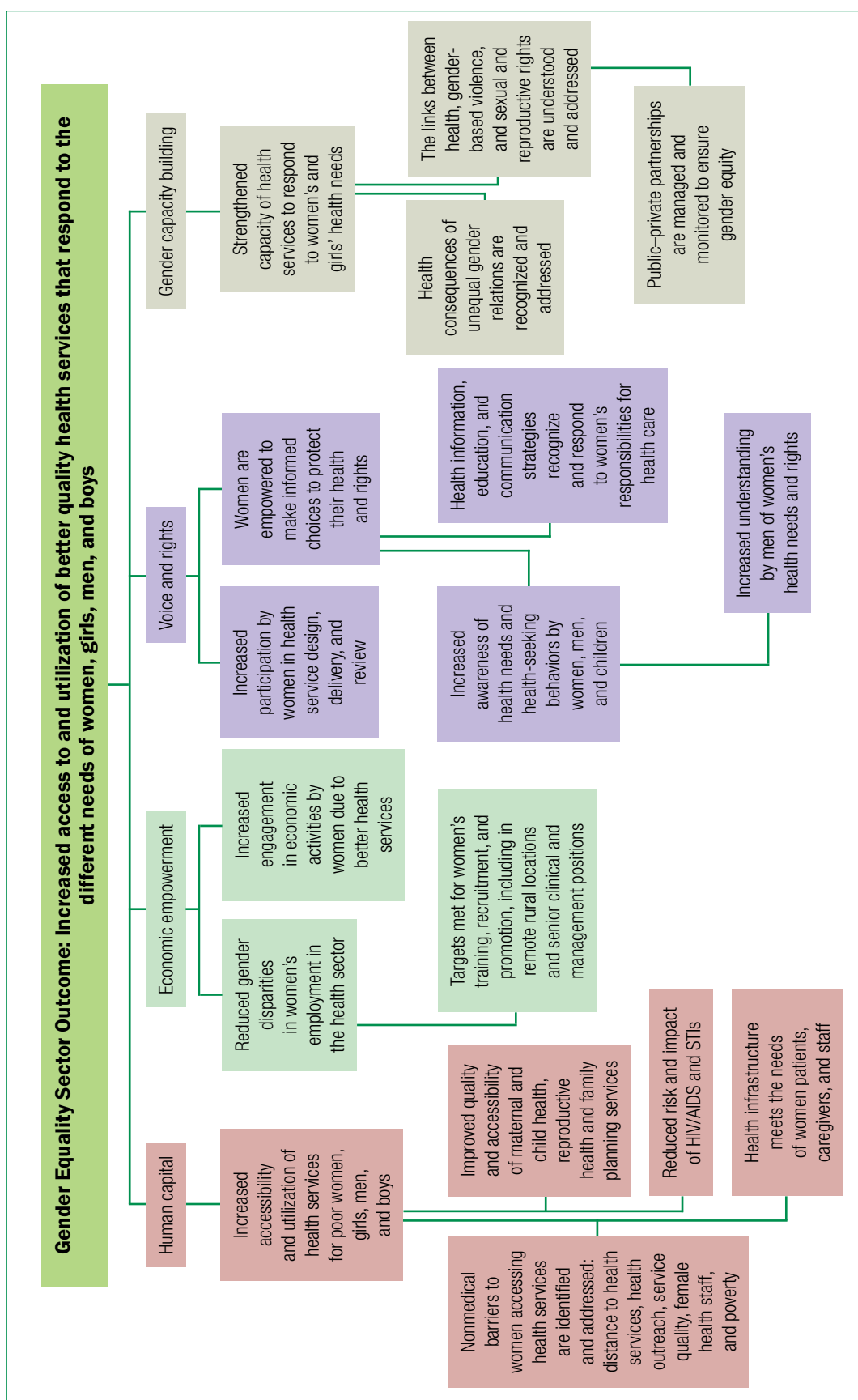
Entry points for gender-inclusive health projects and policy reform, good practice case studies, and possible gender-responsive actions.

MEASURE Evaluation. Gender.

www.cpc.unc.edu/measure/our-work/gender

Links to publications, tools, training modules, and other resources including an annotated guide on gender and health data and statistics, a compendium of indicators on violence against women and girls, resources on maternal and child health, and a training module on men's engagement in women's reproductive health.

C. Health: Flowchart of Gender Equality Results



Chapter 8

Humanitarian and Disaster Preparedness and Response³⁷

A. Country and Sector Level Outcome and Indicators³⁸

Gender Equality Outcome: Protection and services are provided to meet the different needs of women, men, girls, and boys in all aspects of humanitarian and disaster preparedness and response	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Number and percentage of vulnerable women, girls, men, and boys provided with life-saving assistance in humanitarian and disaster situations (including conflict and crisis)
Economic empowerment	• Number and percentage of women and men whose livelihood is restored following a humanitarian disaster
Voice and rights	• Evidence that policy and regulatory frameworks require the equal participation of women and girls in disaster preparedness and response
Gender capacity building	• Evidence that disaster risk management and response strategies include gender equality objectives and are based on gender analysis of women's and men's different risks, resilience, and capacity to respond

³⁷ Results and indicators in this chapter are drawn from various sources including the author and the following: AusAID (2013a); IASC (2005, 2006); and Women's Commission for Refugee Women and Children (2006).

³⁸ See other chapters for results and indicators specific to relief, rehabilitation, and resettlement that are also relevant to humanitarian and disaster response (e.g., water supply and sanitation, energy, urban development, rural development, and environmentally sustainable development).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Equitable and safe access to humanitarian resources and services according to the needs of affected women, men, girls, and boys – Relief items (e.g., food, clothing, utensils, fuel)	• Evidence that relief items are delivered directly to women or women's groups (food, clothing, fuel, utensils, hygiene packs, cash, and other social transfers) • Evidence that food distribution is organized to reduce waiting and travel time and safety risks for women and children • Evidence that women have safe and easy access to fuel for cooking and heating • Number and type of outreach activities to ensure that the needs of the most vulnerable are assessed and met (e.g., male and female adolescents; unaccompanied children; single, widowed, and elderly women; and women, men, boys, and girls living with a disability)
– Health and hygiene	• Number of pregnancy and hygiene packs delivered to women and girls (compared with the proportion of affected females) • Percentage receiving health outreach services, by sex and age • Percentage of women and girls with access to contraceptive services
– Water, sanitation, temporary shelter, and other infrastructure	• Evidence that water and sanitation sites are directly accessible to women, girls, and boys, in safe locations, culturally appropriate, private, and well-lit • Percentage of women and men trained in the use and maintenance of water facilities • Percentage of women and men with control over resources for collecting and storing water • Evidence that temporary shelter is appropriate, safe, private, and well-lit for women, unaccompanied and adolescent boys and girls, and other vulnerable groups including those living with a disability
– Permanent shelter	• Number of households repaired or built, by type of household head^a and socioeconomic group • Number of grants and loans provided for building and/or repairing houses, by type of household head and socioeconomic group • Number and percentage of land and house titles or leases provided in the names of women, men, joint (both spouses), or male or female children
– Schooling	• Number and percentage of boys and girls attending schools and day care centers set up in camps
– Identity documentation	• Number and percentage assisted to replace identity documents, by sex and age

^a Type of household head may include female single-headed, male single-headed, joint male and female, or households headed by male or female children.

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Women and men benefit equitably from employment and livelihood opportunities during recovery and reconstruction – Targets met for women's access to employment, finance, and training	• Number and percentage of women and men employed in reconstruction and rehabilitation work; and proportion from households headed by females • Number of days of paid work by women and men during relief, recovery, and reconstruction phases • Number and percentage of women and men who receive credit or cash grants to reestablish their livelihoods (or establish new livelihoods), by type of household head • The proportion of credit or cash grants provided to women and men, by type of household head (including the proportion of nonsecured loans to women and men) • Number of women accessing free or affordable child care to enable them to participate in training and livelihood programs • Evidence that livelihood programs are tailored to the needs of different groups (e.g., female heads of households; adolescent girls and boys; older, displaced men and women, and those with disability) • Evidence that vocational training and livelihood support programs target the specific needs of women and men and provide practical skills, including in nontraditional areas • Evidence that women, men, and adolescent females and males receive equal pay for equal work

3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Increased capacity of women to prepare for humanitarian emergencies and recover from them	• Number and percentage of women and men in local disaster preparedness and management committees, and risk assessment and planning teams • Percentage of women in office-bearing and decision-making positions in committees, compared with the percentage undertaking voluntary disaster preparedness work • Number and percentage receiving training or assistance for disaster risk reduction, preparedness, and response, by sex and age (including women from households headed by women) • Number and percentage of women and men involved in maintaining early-warning systems (including indigenous, local, and contemporary warning systems) • Number of local women's organizations and networks supported to undertake disaster risk assessment, preparedness, planning, training, and mitigation activities • Number of local women's organizations and community-based organizations engaged in raising women's awareness of their human and legal rights (pre-disaster)
Women participate as decision makers in all aspects of the humanitarian response	• Number and percentage of people consulted on their relief and rehabilitation needs, safety, and security, by sex and age • Number and percentage of women and men who are consulted on the design of water and sanitation facilities, camp layout, and temporary shelters • Number of local women's organizations and networks supported to deliver relief, rehabilitation, reconstruction, and resettlement services and programs • Examples of changes to the distribution or type of relief items due to consultation with women (e.g., type or quality of food items or utensils; design of water, sanitation, or shelter facilities) • Percentage of women and men in decision-making positions (e.g., camp management, distribution of food and other relief items, planning and implementing reconstruction) • Evidence that regular dialogue is occurring with affected women and men, with separate forums for consultation with women • Evidence that child and family care provisions are in place to enable women and girls to participate in decision making
The rights, safety, and security of women, men, girls, and boys are protected during relief, recovery, and reconstruction – Registration procedures – Gender-based violence – Psychosocial support	• Percentage of affected population interviewed and registered individually, by sex, including unaccompanied children and other vulnerable groups; and percentage provided with registration documents, by sex • Evidence that monitoring procedures are in place to prevent exploitation and abuse during registration processes • Number of reported cases of gender-based violence, by type and age, and the percentage where the survivor chooses to pursue legal action • Number of survivors who receive counseling and other support (e.g., legal, medical, safe refuge) for physical and sexual gender-based violence, by sex and age • Evidence that reports on gender-based violence are compiled monthly, analyzed, and taken into account when implementing security and safety measures (including domestic violence and violence perpetrated by state and non-state actors) • Number who receive trauma counseling and support, by sex and age • Evidence that information, education, and communication materials are available on sexual and physical violence
Increased capacity of women to protect themselves from rights violations and advocate for and monitor service delivery during relief, recovery, and reconstruction	• Number and percentage of women and men who receive training or awareness-raising on their rights and entitlements • Number of local women's organizations and networks supported to monitor service delivery and protection issues • Evidence of protection issues and rights violations that arise, and the action taken by women's organizations, nongovernment organizations, and individual women and men to address them

4. Gender Equality Dimension: Gender Capacity Building

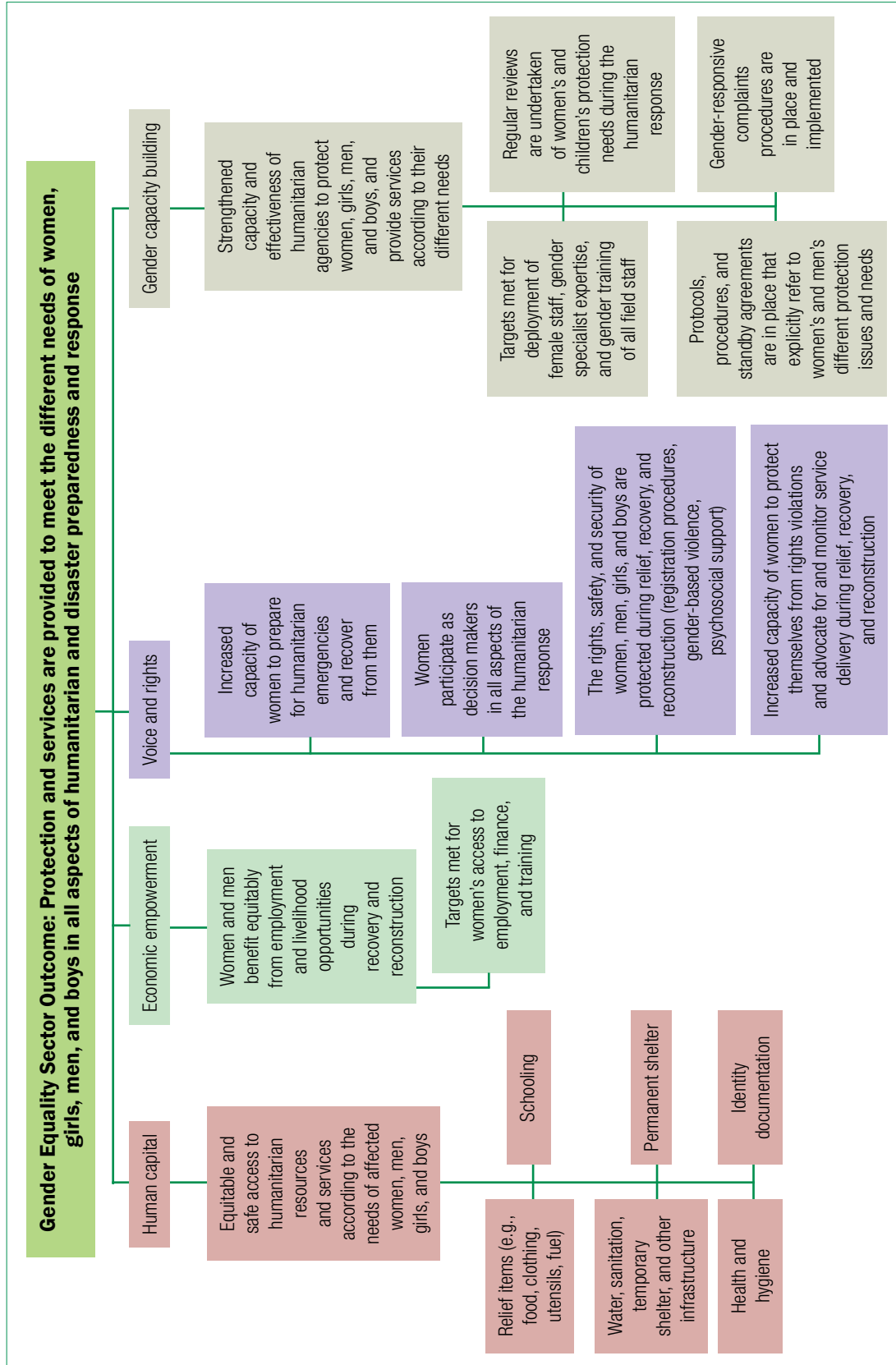
Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity and effectiveness of humanitarian agencies to protect women, girls, men, and boys, and to provide services according to their different needs – Targets met for deployment of female staff, gender specialist expertise, and gender training of field staff	• Evidence that sex-disaggregated data is routinely collected, disaggregated by other key variables, and analyzed • Evidence that adequate gender expertise is deployed during all phases • Number of field staff receiving gender training, including the risks and impacts of gender-based violence • Percentage of male and female local and international field staff (including the percentage on needs assessment teams) • Evidence that a gender network is established and functioning with representation across all sectors • Evidence that a gender strategy is implemented and monitored for each sector or area of relief and reconstruction
– Regular reviews are undertaken of women's and children's protection needs during the humanitarian response – Protocols, procedures, and standby agreements are in place that explicitly refer to women's and men's different protection issues and needs – Gender-responsive complaints procedures are in place and implemented	• Number of gender-responsive assessments of protection needs (including consultation with women and girls, gender analysis, and gender-based violence) • Number of protocols and agreements that refer to the different needs and security concerns of women, men, boys, and girls, including directions on how these should be addressed through each phase of emergency response and reconstruction • Number of partner agencies that issue codes of conduct to field staff, and percentage of male and female field staff who have signed codes of conduct • Number of relief agencies that share codes of conduct with affected communities • Number and percentage of male and female field staff trained in gender-responsive protection protocols and procedures • Evidence that protocols are implemented for addressing complaints of sexual harassment and gender-based violence by field staff • Evidence that a complaints procedure is in place and monitored for rights violations, and that this is equally accessible for women, girls, men, and boys • Number of complaints by women, men, girls, and boys regarding actions by field staff • Description of the type of actions taken to respond to complaints, and the level of satisfaction of women and men with these actions

Resources on Gender and Humanitarian and Disaster Preparedness and Response

Inter-Agency Standing Committee (IASC). IASC Sub-Working Group on Gender in Humanitarian Action. www.humanitarianinfo.org/iasc/pageloader.aspx?page=content-subsidi-tf_gender-default
Links to tools and resources in various languages for addressing gender issues.

United Nations Office for the Coordination of Humanitarian Affairs (OCHA). Thematic Areas: Gender Equality. www.unocha.org/what-we-do/policy/thematic-areas/gender-equality
Links to a series of tool kits, for example, on gender mainstreaming in clusters, gender and resilience, needs assessment, preparedness, gender-based violence, and other resources in several languages.

C. Humanitarian and Disaster Preparedness and Response: Flowchart of Gender Equality Results



Chapter 9

Law, Justice, Security, and Violence against Women

A. Country and Sector Level Outcome and Indicators³⁹

Gender Equality Outcome: Women's and girls' legal and human rights are promoted and protected, as well as those of men and boys	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Changes to the prevalence of violence against women as reported by prevalence surveys • Number of crimes of violence against women and children reported to the police • Number of vulnerable women, men, girls and boys provided with life-saving assistance in crisis situations
Economic empowerment	• Percentage of women employed as judges, magistrates, court officials, lawyers, police, and other security sector personnel
Voice and rights	• Number of consultations with women's organizations engaged in law reform and advocacy, by focus area • Number of law and court reforms that address gender-based discrimination in access to justice • Number of law reforms that advance gender equality and are compliant with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), by focus area (e.g., land and property ownership, inheritance, gender-based violence, citizenship, marriage and family law, electoral law, and employment law)
Gender capacity building	• Number of law and justice agencies with gender equality policies or strategies and evidence that they are implemented

³⁹ Results and indicators in this chapter are drawn from various sources including the author and the following: AusAID (2011e, 2012a, 2013a); and UNDP (2006).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Safer and more secure communities for women, girls, men, and boys	- Percentage of crimes reported to police which result in arrest and prosecution, comparing civil and criminal cases with crimes of physical and sexual violence against women and children - Number of police stations in rural areas that are fully staffed and resourced, and percentage staffed by women police officers - Number of male and female police trained in dealing with violence against women and human trafficking - Number of campaigns and activities that raise awareness of the risks of human trafficking - Number and type of actions taken to reduce the risks of human trafficking (e.g., human trafficking hotline, provision of legal information and support, regulation of employment and recruitment agencies for overseas labor migration) - Views of women and men regarding changes in community security and safety, and their reasons
– Increased access to support services for survivors of gender-based violence	- Number of counseling and support services that use a human rights and gender equality framework, and the number operating in remote rural locations - Number of women, girls, men, and boys who receive counseling, refuge, or other support services for dealing with gender-based violence, including the number living with a disability - Evidence that women and girls are satisfied with the counseling and support they receive - Number of police domestic violence and sexual offences units, by location (rural or urban); and the number staffed by women - Number and percentage increase in restraining or protection orders granted, compared with the total number of applications (and the percentage of restraining or protection orders granted to protect women, girls, boys, and men) - Percentage of women and men who are satisfied with police handling of cases of physical and sexual violence against women and children - Number of health and education professionals trained in gender-based violence and how this intersects with disability - Number of women provided with livelihood or other support to enable them to leave violent relationships
– Increased availability of support services for women and men subjected to other rights violations, including in conflict-affected areas	- Number of women, girls, men, and boys who receive legal assistance for dealing with other rights violations (e.g., related to livelihood or employment, dispossession of land or other property, restrictions on mobility, discrimination, harassment, physical assault, abductions, extrajudicial killings, and corruption, including in conflict-affected areas) - Number of civil society organizations (and the proportion of women's organizations) supported to provide these services

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased employment of women in law and justice sector agencies	- Percentage of women in the police force, by rank, location (urban or rural), and type of job (administrative or operational) - Evidence of the number and type of affirmative action and supportive measures to foster the recruitment, training, and promotion of women in the judiciary and in security sector agencies - Number of law and security sector agencies that implement protocols on sexual harassment and violence in the workplace - Number of female police and other security sector personnel who report sexual harassment and violence in the workplace
Employment-related laws are reformed to comply with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and enforced (e.g., equal employment opportunity, equal pay and conditions, sexual harassment, occupational health and safety)	- Evidence that legislation prohibiting discriminatory employment practices is in place and enforced (including laws that restrict women's work at night or in specific occupations, protect pregnant women from discrimination, and protect the rights of people with disability to decent work) - Proportion of women and men who are aware of labor laws that protect their rights - Perceptions of poor women and men on discriminatory practices at work and the enforcement of legislation
The economic costs of violence against women are recognized	- Evidence of research undertaken to measure the costs of violence against women (based on national prevalence studies) including the direct costs to law and justice, health, and support services; costs associated with lost productivity and income; other indirect and opportunity costs for women (e.g., chronic ill-health, suicide risk, and physical injury); and costs associated with the long-term impact of gender-based violence on children - Number of activities undertaken to raise awareness of the economic costs of violence against women

3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Equitable access to justice by women and men - Women are supported to claim their rights to land, property, inheritance, equal employment opportunity, and citizenship - Women are supported to access justice for crimes of violence against women and children	- Percentage of women and men accessing justice through the courts for civil and criminal cases, by type of case - Percentage of poor women and men who receive legal aid, by type of case and location (rural or urban) - Percentage of women, men, girls, and boys (disaggregated by location and ethnicity) who report that they are able to access the formal legal system, and percentage who have confidence in the legal system to treat them fairly - Conviction rates for crimes of violence against women and children, compared with rates for all crimes - Analysis of sentencing for crimes of violence against women and children, compared with other criminal cases, including landmark cases and precedent-setting judgments - Average time for completion of cases in court (from the date of registration to finalization) for crimes of violence against women and children, and for civil claims by women, compared with the total for all cases
Traditional and customary dispute resolution processes protect the rights of women	- Number and percentage of women who are village or custom court magistrates or officials - Percentage of male and female village or custom court magistrates trained in gender-based violence, gender equality, and women's rights in property and family law, and the legal obligation to refer cases to police where customary law conflicts with formal law - Percentage of women and men who use customary or informal dispute resolution systems (by type of case) and their reasons for doing so - Views of women and men on custom court processes and their outcomes, in relation to the rights of women and girls

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Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Increased community support for women's and children's human and legal rights – Increased awareness of legal and human rights by women, men, girls, and boys	• Number of women, men, girls, and boys who receive information or training on women's legal and human rights • Number of legal literacy training programs, including those targeted specifically at poor women, men, girls, and boys • Number of female and male paralegal officers trained • Evidence of increased public discussion on human and legal rights (e.g., in the media, parliament, local government, or other public forums on land, property and employment laws and rights, gender-based violence, and marriage and family law including child marriage, dowry, bride price, and divorce) • Evidence of changes in attitudes among women, girls, men, and boys on women's and girls' rights
Effective prevention strategies supported to end violence against women and girls – Strengthened women's organizations and networks that advocate effectively for women's rights	• Number of women's and other civil society organizations supported to raise awareness of and discourage violence against women and children • Number of women's organizations monitoring and advocating on breaches of women's rights, including abuses of women in detention and who report domestic violence • Evidence that independent research is undertaken on women's and children's rights and violence against women, and that research findings are used by government agencies • Evidence of the number and quality of advocacy or campaign initiatives that promote awareness of human rights and gender equality and condemn violence against women and children • Number of effective interagency collaborations to promote women's and children's rights and condemn gender-based violence (e.g., women's and other civil society organizations, law and justice agencies, church and educational institutions, customary law institutions) • Number of perpetrators of gender-based violence who complete education programs on violence against women and children and human rights, and the percentage who re-offend
– Increased involvement of men in advocacy for gender equality and women's rights	• Number of men trained as male advocates for women's human rights, including the percentage of young men • Number and quality of advocacy and community education initiatives undertaken by men trained as male advocates • Examples of changes in attitudes by traditional and customary male leaders (e.g., public statements and actions)
Women's rights are protected in prisons	• Evidence that safe facilities are available for female prisoners, including those who are pregnant or give birth in prison

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened, accountable, and gender-responsive law and justice system – Increased capacity to undertake law reforms that promote and protect women's rights – Improved legal protection for survivors of gender-based violence	• Evidence of the number of law reforms and proposed bills analyzed from a gender perspective, to comply with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) • Evidence that sex-disaggregated data are collected and analyzed on the impact of inconsistencies between customary and formal law (e.g., land, property, inheritance, and resolution of family disputes including child custody) • Number and percentage of male and female law and justice officials trained, including the percentage trained in gender-based violence, gender equality, and women's rights • Evidence that new laws passed to protect women's rights and discourage violence against women and children are known by law enforcers, understood, and implemented • Analysis of the implementation of legislation on violence against women and children, including in rural and remote areas • Evidence that a national structure for addressing violence against women and children is established, operational, and resourced • Evidence that women's and children's rights, gender equality, and gender-based violence are established as a core component of the curriculum for lawyers, police, and other security sector officers • Number of agencies that implement protocols for dealing with survivors of violence against women and children • Number of referrals made by the police and courts to other service providers who provide counseling and support for survivors of gender-based violence • Percentage of police stations with appropriate infrastructure for dealing with crimes of violence against women and children • Evidence that sex-disaggregated data are published annually on crimes of violence against women and children

Resources on Gender, Law, Justice, Security, and Violence against Women

ADB. 2006. *Gender, Law and Policy Toolkit*. Manila.

www.adb.org/documents/gender-law-and-policy-adb-operations-tool-kit?ref=themes/gender/publications

A summary of law and policy issues and tips for addressing gender inequalities in country partnership strategies, situation analyses, project designs, targets and indicators, and loan assurances.

Australian Agency for International Development. 2013. Forthcoming. *Ending violence against women; monitoring and evaluation guidance note*. Canberra: Commonwealth of Australia.

Includes data collection methods, a theory of change, and standards for developing monitoring and evaluation systems to address violence against women.

Geneva Centre for the Democratic Control of Armed Forces (DCAF). Gender Tools and Resources.

www.dcaf.ch/Series-Collections/Gender-Tools-and-Resources

Links to several tool kits, training resources, and an audit tool on gender and security sector reform, including a guide designed for women's organizations.

MEASURE Evaluation. Working to Eliminate Violence Against Women.

www.cpc.unc.edu/measure/our-work/gender/working-to-eliminate-violence-against-women

Links to a range of resources on monitoring and evaluation of programs to end violence against women and girls, including the comprehensive publication Violence Against Women and Girls: A Compendium of Monitoring and Evaluation Indicators.

United Nations Development Programme (UNDP). 2006. *Measuring Democratic Governance: A framework for selecting pro-poor and gender-sensitive indicators*. New York and Oslo.

www.undp.org/content/undp/en/home/librarypage/democratic-governance/oslo_governance_centre/governance_assessments/measuring-democratic-governance1/

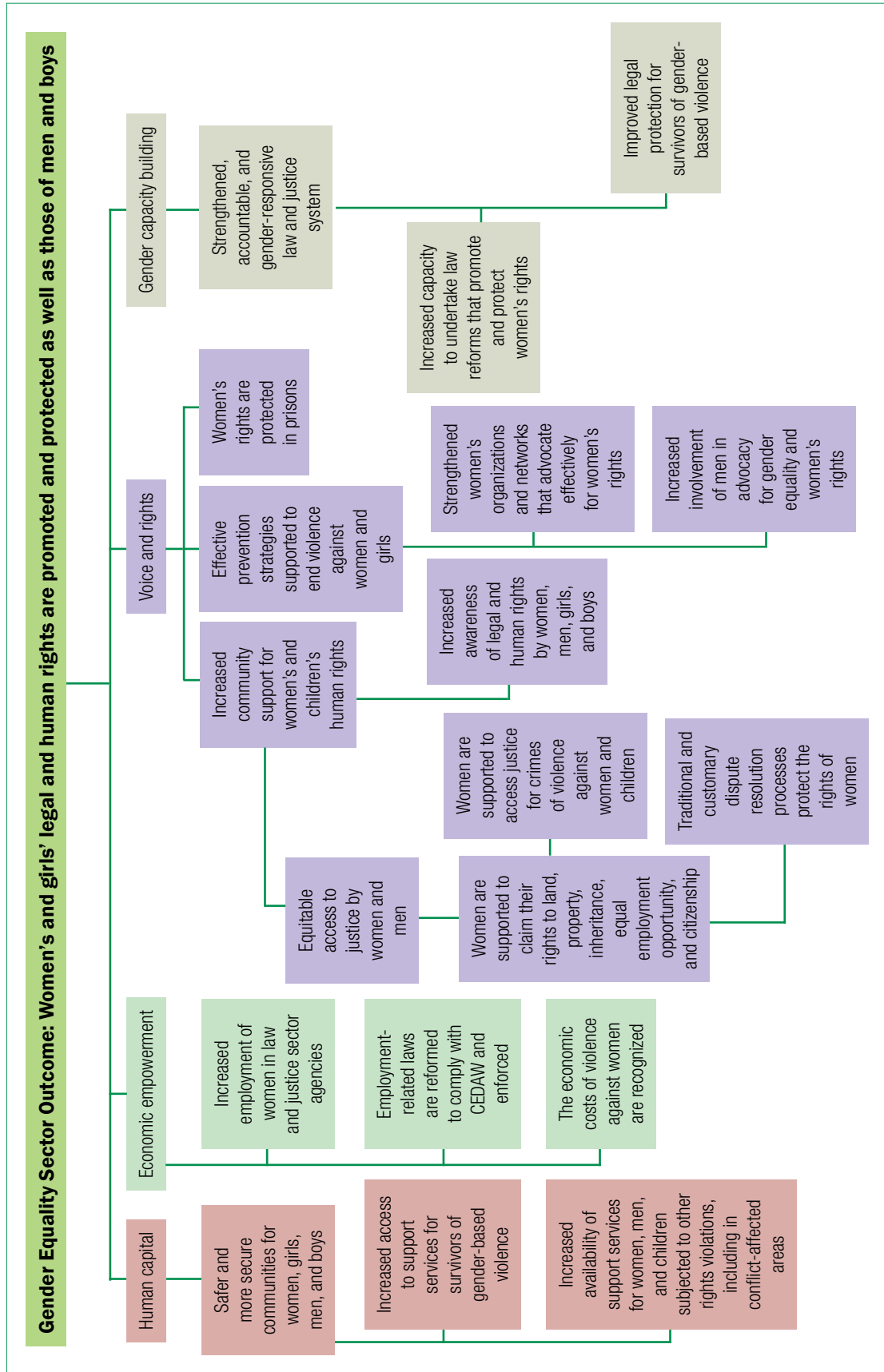
Questions to select and test indicators, data sources, and lists of indicators for several governance subsectors including human rights and access to justice.

United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN). Virtual Knowledge Centre to End Violence against Women and Girls: Indicators.

www.endvawnow.org/en/articles/336-indicators.html

A general introduction to indicators followed by links to a wide range of resources and tools on ending violence against women, with separate pages on different areas of work including access to justice; community mobilization; and conflict, post-conflict, and emergency.

C. Law, Justice, Security, and Violence against Women: Flowchart of Gender Equality Results



Chapter 10

Public Sector Management and Reform⁴⁰

A. Country and Sector Level Outcome and Indicators⁴¹

Gender Equality Outcome: Improved gender-responsive services to meet the needs of women and girls, as well as those of men and boys, and reduced gender disparities in public sector employment	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Number and percentage of females and males who benefit from improved social protection systems (adults and children) • Percentage of government funds allocated to services that meet the needs of women and girls
Economic empowerment	• Number and percentage of women in civil service • Percentage of senior civil servants who are women, by sector • Percentage of public sector board members who are women
Voice and rights	• Number of women's organizations involved in policy formulation, monitoring, and advocacy on public sector services and women's rights • Number and type of policy and legal reforms and budget initiatives that address gender-based discrimination in access to basic services, resources, assets, or employment
Gender capacity building	• Number of gender strategies or action plans developed and implemented, by sector or line ministry, including the number with a budget allocation

⁴⁰ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2006b, 2012a); AusAID (2011d, 2011e, 2013a); and UNDP (2006).

⁴¹ Results and indicators intersect with those listed in other chapters, depending on the focus of public sector management and policy reform.

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Improved services that respond to the different needs and priorities of women and men	- Change in access to and use of the services by sex and age (focused specifically on the services targeted by the project) - Number of initiatives that target the needs of women and girls - Women's and men's level of satisfaction with service provision, including quality, accessibility, and corruption (by sector and type of delivery agency, including public–private partnerships and services contracted to nongovernment organizations)
Women and men benefit equitably from social protection and safety net programs	- Number and percentage of additional women and men accessing social transfers, including women with disability (e.g., pensions, cash grants for health and education, other safety net transfers) - Number and percentage of women and men provided with disability services (e.g., prostheses, assistive devices)
Women and men in the civil service benefit equitably from program or project training	- Number and percentage of male and female civil servants trained, by type of training (e.g., professional, technical, management, administration) - Number and percentage of male and female civil servants trained in short-term national training and overseas training - Number of training sessions specifically targeted at women compared with those targeted at men, by content area

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Progress made toward gender parity in civil service employment Targets met for women's employment in the context of public sector downsizing (in specific line ministries or sectors)	- Number and percentage of male and female civil servants, including in state-owned enterprises and local government administration - Changes in the percentage of women in management, technical, and professional positions - Description of affirmative action and supportive measures to reduce discrimination and foster recruitment, training, and promotion of women, by sector or line ministry (e.g., recruitment criteria or targets; child-care facilities; maternity, paternity, and family leave provisions; targeted training for promotion; overseas training; mentoring programs; support for women's networks; separate sanitation facilities) - Number and percentage of women who won positions or were promoted due to program or project training or other supportive measures, by type of job (e.g., professional, technical, management, administration, field positions) - Annual expenditure on training and mentoring programs targeted at women, compared with those targeted at men - Evidence that women and men who lost jobs due to downsizing in the public sector or state-owned enterprises have received compensation and assistance to find alternative employment

3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women's civil society organizations supported to promote women's rights and access to gender-responsive services	- Number of women's organizations and coalitions supported - Number of other civil society organizations supported to achieve gender equality goals, including women with a disability - Description of work undertaken through civil society to establish an enabling environment for women to participate in decision making

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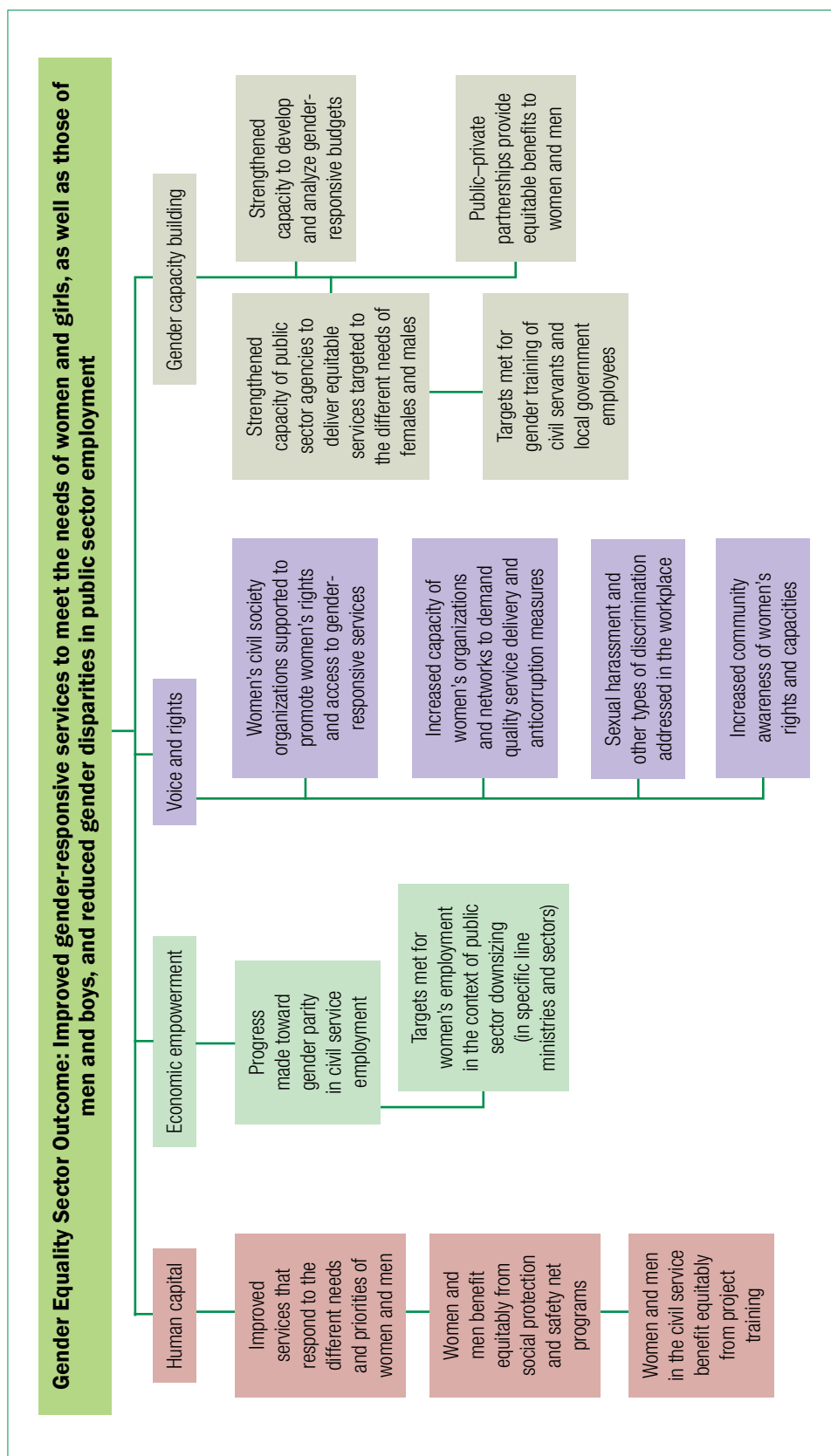
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Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
	Number of women's organizations and networks and other civil society organizations that undertake a gender budget analysis of government spending and advocate for increased spending to respond to the needs of women and girls
Increased capacity of women's organizations and networks to demand quality service delivery and anticorruption measures	- Number of civil society organizations supported to track service provision, and the proportion supported that focuses specifically on women's rights and access to services - Number of women's and other civil society organizations monitoring and advocating against corruption - Number of public consultations held with women and men and women's organizations on policy formulation and review, service delivery and quality, priorities, accountability, or corruption; and the percentage of women and men who participate - Percentage of women and men using public services who experienced corruption in the past 12 months
Sexual harassment and other types of discrimination addressed in the workplace	- Evidence that antidiscrimination, equal opportunity, and sexual harassment laws and policies are implemented - Number of women and men, including those with disabilities, who report sexual harassment or workplace discrimination annually - Women's and men's perceptions of legal and institutional responses to sexual harassment and discrimination complaints - Average wages for women in public sector employment compared with those for men
Increased community awareness of women's rights and capacities	- Evidence of changes in attitudes of women and men (including youth) on appropriate roles for women and their right to participate in governance and public administration - Views of female public sector and local government employees regarding respect from male colleagues and the community

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of public sector agencies to deliver equitable services targeted to the different needs of females and males Targets met for gender training of civil servants and local government employees	- Sex-disaggregated data routinely collected, analyzed and applied to improve equality between women and men, boys and girls in delivery of public services - Evidence that service standards are established and regularly monitored, and reflect women's and men's different needs, responsibilities, and access to services - Evidence that procedures for responding to complaints are publicly available and accessible to women; and that standards for responding to complaints are implemented and monitored - Number of tailored gender-training courses developed and targeted to civil servants and local government employees; and number and percentage of women and men trained
Strengthened capacity to develop and analyze gender-responsive budgets	- Number of trainings held with the Ministry of Finance and other ministries on gender-responsive budgeting; and the number and percentage of women and men trained - Number of ministries that undertake a gender-responsive budget analysis, or have mechanisms for tracking budget allocations and expenditures for programs targeted at women - Percentage of the budget allocated to measures targeted at women's and girls' needs and the promotion of gender equality, including equal employment opportunity
Public-private partnerships provide equitable benefits to women and men	Equal employment opportunity policy and practices are in place and monitored for public-private partnerships (including core labor standards, equal pay for work of equal value, occupational health and safety, policy and procedures for dealing with sexual harassment, and separate sanitation facilities)

C. Public Sector Management and Reform: Flowchart of Gender Equality Results



Resources on Gender and Public Sector Management and Reform

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans in several subsectors including sector policy reform and project loans, decentralization, rural and urban development, and social sectors.

_____. 2012. *Gender Tool kit: Public Sector Management*. Manila.

www.adb.org/documents/gender-tool-kit-public-sector-management?ref=themes/gender/publications

Entry points for gender-inclusive public sector management projects and policy reform, good practice case studies, and data collection requirements for key subsectors.

United Nations Development Programme (UNDP). 2006. *Measuring Democratic Governance: A framework for selecting pro-poor and gender-sensitive indicators*. New York and Oslo.

www.undp.org/content/undp/en/home/librarypage/democratic-governance/oslo_governance_centre/governance_assessments/measuring-democratic-governance1/

Questions to select and test indicators, data sources, and lists of indicators for several governance subsectors including public administration and reform and decentralization.

United Nations Entity for Gender Equality and the Empowerment of Women (UN WOMEN). Gender Responsive Budgeting.

www.gender-budgets.org/

Links to a range of resources including training manuals, tool kits, guidance notes, and sectoral resources in several languages.

Chapter 11

Rural Development, Agriculture, and Food Security⁴²

A. Country and Sector Level Outcome and Indicators⁴³

Gender Equality Outcome: Reduced gender disparities in livelihoods and incomes, and improved food security for poor women and men	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Per capita availability of food in poor households, disaggregated by type of household head (joint, single female, or single male headed household) • Number and percentage of people (adults and children) who benefit from improved social protection systems, by sex and age
Economic empowerment	• Number and percentage of poor women and men with increased income • Changes in income disparities between women and men
Voice and rights	• Evidence that women are consulted and involved in the development of policies, strategies, and plans • Evidence that social protection, land tenure, and financial services laws and regulations are nondiscriminatory and compliant with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
Gender capacity building	• Evidence that policies, strategies, and legal reforms are designed to support both women and men producers and entrepreneurs

⁴² Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2012a); AusAID (2011d, 2012a, 2013a); CIDA (2005); Fort et al. (2001); Hunt, Kasynathan, and Yogasingham (2009); and World Bank (2012).

⁴³ Results and indicators for rural development, agriculture, and food security intersect with those listed in other chapters such as transport, enterprise development, environmentally sustainable development and climate change, and disaster preparedness and response.

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Women and men benefit equitably from project training and technology transfer	• Number and percentage of women and men trained in sustainable production technologies, soil and water conservation, pest and disease management, animal diseases, and basic veterinary services • Number and percentage of women and men provided with information on marketing, pricing, and value adding
Social protection measures supported that help women, including those with disabilities, graduate from poverty to sustainable livelihoods	• Number and percentage of additional women and men accessing social transfers • Evidence of awareness and training activities on social protection targeted at women and men, including those in the informal sector and other vulnerable occupations
– Increased benefits for women from social insurance schemes	• Number of micro or community-based social insurance schemes established or supported, and the number and percentage of female and male members • Evidence of the type of measures taken to ensure poor women benefit equitably from social insurance and welfare programs

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased productivity by women in agriculture, horticulture, fisheries, forestry, livestock, postharvest processing, and marketing – Increased access by women to agricultural and other services, inputs, and markets^a – Increased ownership of productive resources and assets by women – Increased security of land tenure and usage rights for women	• Changes in productivity by women and men • Percentage of women's and men's incomes spent on food • Number and percentage of poor women and men who adopt new production and postharvest technologies • Number and percentage of poor women and men receiving extension services • Description of the number and type of extension activities targeted at increasing the productivity of poor women and men • Number and percentage of poor women and men with increased access to markets as buyers and sellers • Number and percentage of poor women and men with increased ownership of productive assets (e.g., livestock, equipment for production, storage, processing, and marketing) • Number of women with secure tenure or usage rights to land (e.g., where sole or joint ownership or usage right is recorded on land title documents)
Increased employment and enterprise development for poor women and men – Targets met for women's access to financial services and credit for agricultural productivity or enterprise development	• Number of jobs created for poor women and men • Number and percentage of women and men trained in enterprise development, business, or financial management • Number and percentage of micro, small, or medium-sized enterprises established or expanded by women and men • Percentage increase in the number of women engaged in viable and profitable micro and small enterprises, including evidence of increased incomes from these enterprises • Number and percentage of women and men who receive credit, by type of enterprise (and profitability) • Proportion of credit provided to men and women • Number and percentage of women and men with increased access to financial services • Description of specific measures taken to increase women's access to financial services and products

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Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased employment of women in rural development agencies, including as extension agents	- Number and percentage of women and men employed in rural development agencies and as project staff, including the percentage employed as extension agents and community facilitators (e.g., in agriculture, horticulture, fisheries, forestry, livestock, agro-processing, marketing, enterprise development, and management) - The number and percentage of women and men trained annually as extension agents, by sector - Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development

^a See also the results and indicators on markets in the chapters on urban development (Chapter 11) and enterprise development (Chapter 4), relating to improved market infrastructure and management.

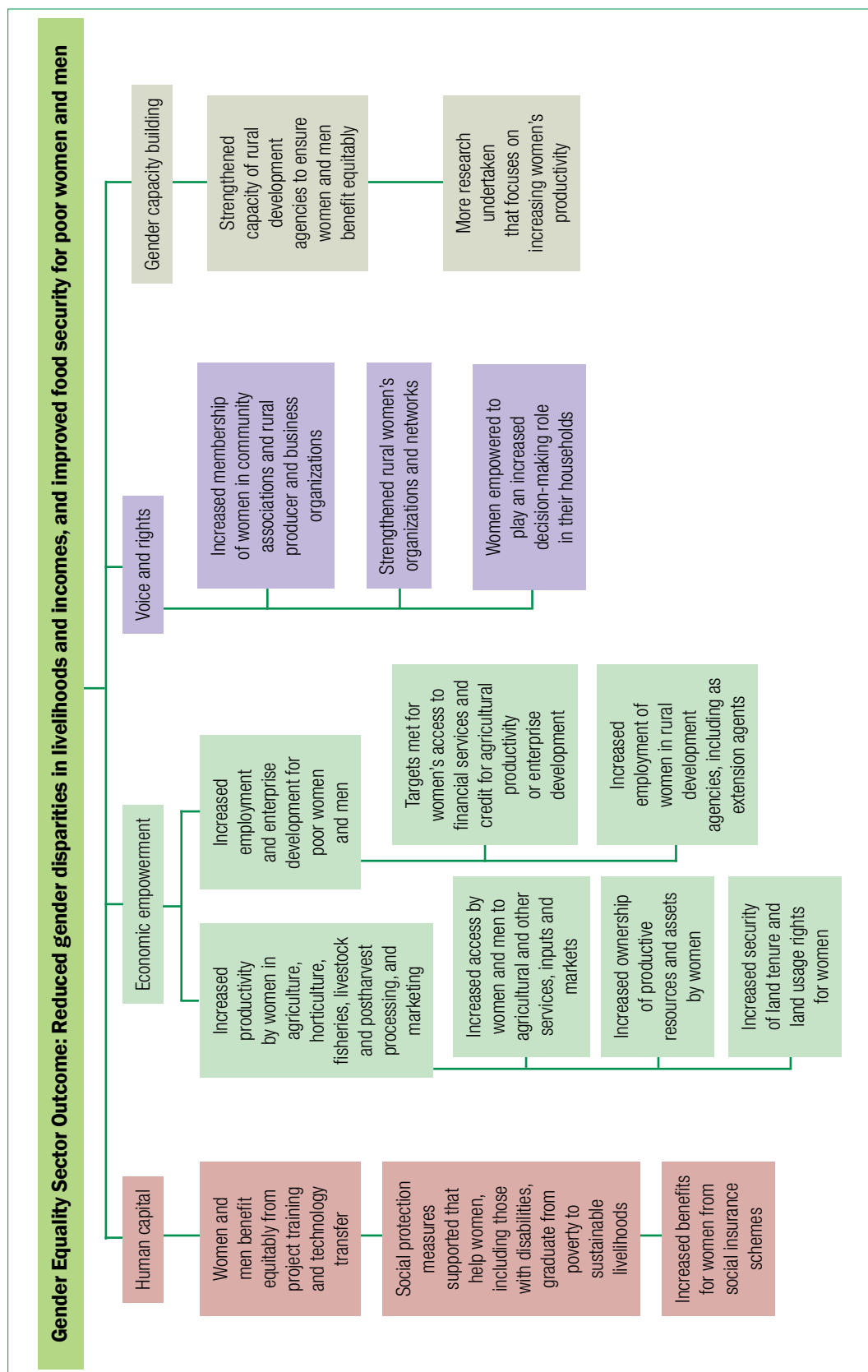
3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Increased membership of women in community associations and rural producer and business organizations	- Number and percentage of women and men members of community associations and organizations (e.g., irrigation, farmers, fisheries, credit groups), and the percentage of women in decision-making positions - Number and percentage increase in women's rural producer and business organizations
Strengthened rural women's organizations and networks	- Number of rural women's organizations that advocate with government agencies and elected representatives on women's needs, interests, and priorities (e.g., as producers or consumers) - Number of rural women's organizations contracted to deliver program or project activities and services - Number of women's self-help groups formed
Women empowered to play an increased decision-making role in their households	- Examples of changes in women's decision making in family and livelihood matters due to their engagement in the project - Changes in women's control over income (their own earnings and other family income)

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of rural development agencies to ensure women and men benefit equitably More research undertaken that focuses on increasing women's productivity	- Number of research projects (and the proportion of research funding) targeted at increasing women's productivity in agriculture, horticulture, fisheries, forestry, livestock, and postharvest processing and marketing - Evidence that constraints to women's access to productive resources and assets are documented and analyzed; and that strategies are developed and monitored to address constraints

C. Rural Development, Agriculture, and Food Security: Flowchart of Gender Equality Results



Resources on Gender, Rural Development, Agriculture, and Food Security

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for a variety of rural development projects.

_____. 2006. *Gender Checklist: Agriculture*. Manila.

www.adb.org/publications/gender-checklist-agriculture?ref=themes/gender/publications

Covers irrigation, fisheries, ecotourism, forestry and watershed management, coastal management, integrated rural development, microfinance, agro-industry, and livestock.

World Bank. 2012. Tool kit: Gender Issues in Monitoring and Evaluation in Agriculture. Washington, DC.

www.genderinag.org/sites/genderinag.org/files/Gender%20Issues%20in%20Monitoring%20and%20Evaluation%20in%20Agriculture.pdf

Checklists and indicators for agro-enterprise development and research, extension, land administration, livestock development, watershed management, and rural finance.

World Bank, FAO, and IFAD. Gender in Agriculture.

www.genderinag.org/content/gender-agriculture

Resources, tools, and information for mainstreaming gender equality.

Chapter 12

Transport

A. Country and Sector Level Outcome and Indicators⁴⁴

Gender Equality Outcome: Reduced gender disparities in women's access to and benefits from transport, including increased access to services, employment, and income	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Average travel time to schools and health services by women, men, girls, and boys, by mode of transport • Changes in the number of women using rural roads and public transport services due to improved transport facilities and services
Economic empowerment	• Average travel time to markets, financial services, and places of employment by women and men • Number and percentage of women and men who access employment or better income opportunities due to improved transport infrastructure and services • Number of poor women and men with increased incomes due to improved transport facilities and services
Voice and rights	• Evidence that transport sector policy and plans require participatory approaches to planning and implementation, including the participation of women
Gender capacity building	• Evidence that transport policy and strategies include gender equality objectives based on gender analysis of women's and men's different transport needs and modes of transport utilized

⁴⁴ Results and indicators for this chapter are drawn from various sources including the author and the following: ADB (2006b, 2010, 2013b); AusAID (2011a, 2013a); CIDA (1997, 2005); Government of the Philippines (2004); UN (2003); and World Bank (2010).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Increased access to critical social services by females and males due to improved transport facilities and services (schools and health services)	- Number and type of gender-responsive design features (e.g., road alignments, public transport routes) aimed at facilitating access to essential services such as health and education - Changes in travel patterns and mode of transport by females and males, including changes in travel to education and health services (e.g., for maternal and child health care) - Number of additional school enrollments by girls and boys due to improved transport facilities and services - Changes in the utilization of health services by women and men
Increased use of affordable transport services by women and girls	- Number of trips made, by sex, age, and mode of transport - Average cost of trips made, by sex, age, and mode of transport - Change in the proportion of income spent on public transport by women and men - Evidence of the sale and use of flexible and multiple-trip tickets by males and females, including subsidized tickets for low-income groups
Increased convenience and reduced security and safety risks for women and girls due to gender-responsive design features such as - Wider and sealed road shoulders, speed humps, footpaths, footbridges, bicycle lanes, access and feeder roads, trails, road signage, ramps, rails - Separate toilets and rest areas (bus and railway stations, wharves, trains, and vessels) - Separate public transport vehicles, carriages, and queues; panic buttons; security cameras; improved lighting - Routes and timetables to meet women's and children's needs, storage space, priority seating, child-friendly access	- Number and type of completed gender-responsive design features that facilitate access for female transport users, people with disability, and the elderly, including features that provide for intermediate and nonmotorized modes of transport and pedestrian access - Number and type of completed gender-responsive design features that address security risks for women and girls - Perceptions of safety when using modes of public transport, by sex and age - Number of injuries and deaths due to road accidents, by sex and age - Number of physical and sexual assaults on public transport reported by women and girls (including by female staff) - Number and percentage of female and male security staff on public transport - Number and percentage of transport staff (e.g., station attendants, ticket sellers and collectors, drivers, bus and rail inspectors) trained in preventing sexual harassment and appropriate responses - Number and percentage of women and men who are satisfied with new transport infrastructure and services and their reasons, by socioeconomic group
Reduced risk of potential social problems associated with transport infrastructure construction, operation, and maintenance, e.g., HIV, sexually transmitted infections (STIs), human trafficking, safety	- Number and percentage receiving prevention, awareness, outreach, and training activities on transport safety, HIV/AIDS, STIs, and human trafficking, by sex and target group (e.g., construction, transport, migrant and sex workers, contractors, unemployed and vulnerable youth, security sector personnel, local government officials, civil society organizations) - Number of reported cases of HIV/AIDS, STIs, and human trafficking - Percentage of condom use reported by women and men during the last incident of high-risk sex - Percentage of females and males with correct knowledge of HIV prevention and transmission
Women and men benefit equitably from program- and project-related training	- Number and percentage of women and men trained, by type (construction, operation, or maintenance of transport facilities; driving or operating heavy machinery; enterprise development; leadership; other training) - Number of training sessions specifically targeted at women and men, by area of content

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased employment and income generation for women and men - Targets met for women's employment during construction, operations, and maintenance (e.g., as roadside maintenance workers, station attendants, ticket collectors, drivers, bus or rail inspectors) - Targets met for women's employment within the Ministry of Transport	- Evidence that contracts and tender documents for subcontractors require the recruitment of women as unskilled labor - Number and percentage of women and men employed on construction, operation, and maintenance, by type of job and pay rates - Number of rural women's road maintenance groups established - Proportion of women employed in unskilled, technical, management, and supervisory roles - Number and percentage of women contractors who are awarded labor-based contracts - Number of hours (or days) of paid work by women and men during construction, operation, and maintenance - Percentage change in women's employment in professional, technical, supervisory, and management positions - Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development
Increased employment for women in transport-related and other commercial enterprises	- Number and percentage of women and men who receive credit for transport-related or other commercial enterprises; and the proportion of credit provided to men and women - Percentage of women and men who own motorized, intermediate, nonmotorized, and public transport - Number of market spaces constructed or reserved for women (e.g., along highways, at bus or rail stations) - Women's and men's views of the benefits and negative impacts of new transport infrastructure, including views on how any additional income earned was spent

3. Gender Equality Dimension: Voice and Rights⁴⁵

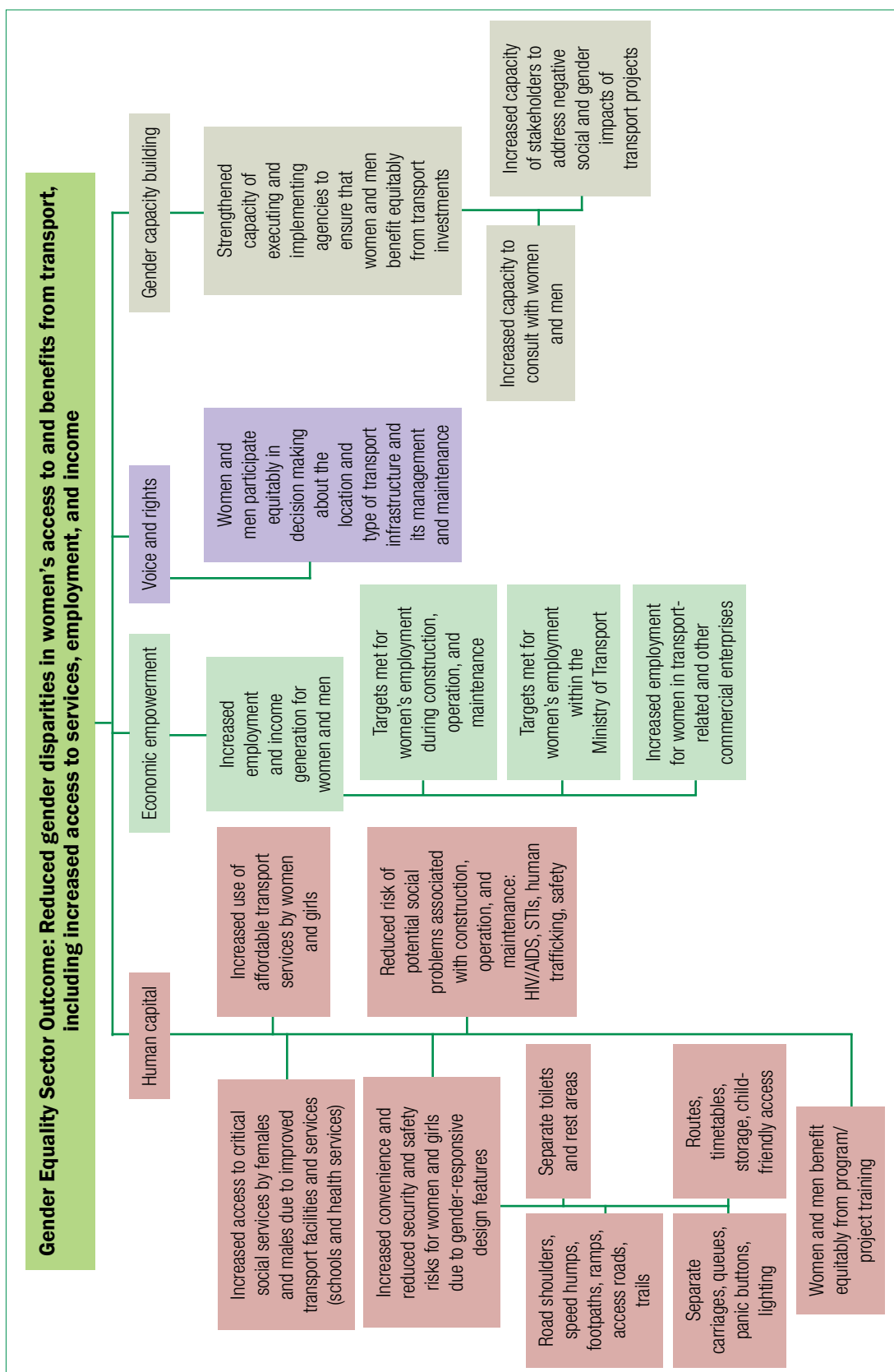
Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women and men participate equitably in decision making about the location and type of transport infrastructure and its management and maintenance	- Number and percentage of women and men who attend planning and consultation meetings - Number and percentage of women and men in stakeholder and transport user committees and groups - Number and percentage of women in leadership positions in community-based user committees or organizations - Number and percentage of male and female facilitators tasked to work with communities and transport user groups on transport design, planning, and consultation processes - Changes in the location or type of transport infrastructure (or other modifications to design, construction, management, or maintenance) due to consultation with women - Changes in women's household or community decision making due to their involvement in project activities

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of executing and implementing agencies to ensure women and men benefit equitably from transport investments - Increased capacity to consult with women and men - Increased capacity of stakeholders (e.g., female and male elected officials, government staff, community leaders) to address negative social and gender impacts of transport projects	- Evidence that equal employment opportunity policy and practices are implemented for staff and contractors (core labor standards, equal pay for work of equal value, occupational health and safety, and separate sanitation facilities) - Sex-disaggregated data routinely collected, analyzed, and applied to the planning, implementation, monitoring, and evaluation of transport initiatives - Number of women and women's organizations involved in policy dialogue and monitoring and evaluation of transport plans, projects, and services - Level of satisfaction by poor women and men with the performance of transport agencies in providing appropriate, safe, and affordable services - Number of training sessions held with executing and implementing agencies, contractors, and other stakeholders on the social and gender impacts of transport, and on gender-responsive transport design - Number and percentage of women and men attending training workshops on the social and gender impacts of transport

⁴⁵ See Appendix 1 for results and indicators on the protection of women's rights when communities are displaced or resettled due to transport infrastructure.

C. Transport: Flowchart of Gender Equality Results



Resources on Gender and Transport

Asian Development Bank (ADB). Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for a variety of transport projects.

_____. 2013. *Gender Tool Kit: Transport. Maximizing the benefits of improved mobility for all.* Manila.

www.adb.org/themes/gender/checklists-toolkits

Actions to address gender issues through the project cycle, baseline and monitoring data, tips on design components and policy dialogue, and terms of reference for a gender specialist.

World Bank. Transport and Social Responsibility.

<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTTRANSPORT/EXTTSR/0,,menuPK:463722~pagePK:149018~piPK:149093~theSitePK:463716,00.html>

Provides links to many resources and case studies, including operational guidance for World Bank staff on gender mainstreaming in transport projects and subsectors; guidelines on addressing HIV/AIDS; and resource guides on gender and transport ranging from intermediate means of transport such as bicycles, donkeys, and carts to formal transport subsectors such as roads, buses, and boats.

Chapter 13

Urban Development⁴⁶

A. Country and Sector Level Outcome and Indicators⁴⁷

Gender Equality Outcome: Urban infrastructure and services are responsive to women's needs and priorities, and accessible, affordable, and safe	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Number of facilities designed to ensure safe and convenient access by women and girls (public lighting, footpaths, public water supply and sanitation, markets, municipal buildings, bus and train terminals) • Number and percentage of people who benefit from improved urban infrastructure and services resulting in better living environment • Time saved in travel to work, health services, educational institutions, and community facilities for women and men
Economic empowerment	• Number and percentage of women and men who access employment or increase their incomes due to improved infrastructure and services
Voice and rights	• Percentage change in women's representation in local governance structures and decision-making bodies • Evidence that urban development policies, strategies, and plans adopt participatory approaches and require the equal participation of women • Evidence that laws and regulations relating to land and housing titles are nondiscriminatory and compliant with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
Gender capacity building	• Evidence that urban development policies and strategies are based on gender analysis and include gender equality objectives

⁴⁶ Results and indicators for this chapter are drawn from various sources including the author and the following: ADB (2006b, 2006c, 2012a); ADB and AusAID (2013a); AusAID (2005, 2011a, 2012a, 2013a); CIDA (2005); Government of the Philippines (2004); and World Bank (2010).

⁴⁷ See chapters on transport, water supply and sanitation, and energy for specific indicators in these subsectors. Other chapters may also be relevant to urban development activities, such as environmentally sustainable development and climate change, enterprise development, public sector management and reform, and humanitarian and disaster preparedness and response.

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital^a	
Increased safety and convenience for women in public places, including informal settlements and low-income areas Community infrastructure, transport, and service delivery that meet the needs of women	- Evidence that public facilities have separate toilets and places for women, according to needs identified by women (e.g., public toilets, community centers, emergency shelters, municipal offices, bus and train stations, public markets) - Evidence of specific initiatives that address safety risks and increase convenience and access for female transport users and children (e.g., speed humps, lighting, separate toilet facilities and waiting areas, separate transport services, location of bus stops, public transport schedules that meet women's and children's transport needs, training for transport staff on sexual harassment) - Percentage of people satisfied with new infrastructure, facilities, or services and their safety, by sex and age
Improved household access to safe water, sanitation, waste disposal, and electricity facilities by women and men in informal settlements and low-income areas	- Number of households with access to safe water supplies and electricity connections^a - Number and percentage of households provided with free or subsidized connections to water or electricity, flexible payment arrangements, or lifeline tariffs^{a, b} - Number of households with an improved sanitation facility^a - Evidence of women's and men's satisfaction with the quality of water supply, sanitation, waste disposal, and electricity services^a
Affordable and durable housing, settlements, and neighborhoods designed to respond to women's needs - Improved access to finance for women for affordable housing, including water, sanitation, and other household improvements - Increased land and property ownership by women	- Number of new houses built or upgraded^a - Number and percentage of loans provided to women and men for housing, water, sanitation, electricity connections, or other improvements^a - Number of partnerships established between banks, municipal and other government agencies, community associations, housing cooperatives, or self-help groups to provide loans to women and men for house building or upgrading in informal settlements and low-income areas - Number of financial institutions with specific finance packages for women from informal settlements and low-income areas - Number and percentage of land or house titles or leases provided in the names of women, men, and joint (both spouses) - Percentage change in the number of women and men with secure tenure in program or project areas - Evidence of education and awareness-raising targeted to women on entitlements to housing tenure, municipal service delivery, and financing options - Examples of changes to housing design, location and land use planning, or zoning due to consultation with women
Women and men benefit equitably from program- and project-related training	- Number and percentage of women and men who receive training provided by the program or project, by type of training (e.g., engineers, technicians, water and waste management system operators) - Number of training sessions targeted at women and men from informal settlements and low-income areas, by area of content

^a These indicators should be disaggregated by socioeconomic group (e.g., lowest wealth quintiles), and vulnerable and marginalized groups (e.g., households that include people living with disabilities).

^b Lifeline tariff: a pricing strategy in which the first portion of water used is provided free or for a nominal price, with subsequent portions charged at higher or increasing prices.

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased employment and income generation for women and men – Targets met for women's employment during construction and service delivery – Work environments are conducive to women's employment	• Number and percentage of women and men employed during construction, by type of job and pay rates; and the proportion of women employed in unskilled, technical, management, and supervisory roles • Percentage increase in the number of women employed in service delivery (e.g., drainage clearance and maintenance, solid waste management, maintenance of toilet blocks, meter reading, water quality testing, maintenance and operations, public hygiene, bill collecting) • Number and percentage of women contractors or women's groups awarded contracts for waste disposal, sanitation, or maintenance • Evidence of separate, private, and safe latrines and washing areas for women at construction and other work sites
– Increased entrepreneurship opportunities for women	• Number and percentage of new businesses established by women and men due to project activities (e.g., expansion of markets, reform of business registration and other procedures, increased access to credit, changes to bus routes and timetables) • Number and percentage of women and men who receive credit for enterprise development • The proportion of credit provided to men and women
– Targets met for employment of women in urban planning and municipal agencies	• Percentage change in women's employment over the duration of the program or project, by type of agency • Percentage of women in senior urban planning, management, professional, technical, and supervisory positions • Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development
– Increased provision of affordable child care	• Number of affordable child-care services that meet minimum standards of safety and care • Number of women who access better income-generating opportunities due to access to affordable child care
Local markets improved to provide a safe and productive environment for women vendors, buyers, and children	• Number of markets upgraded to include private, clean, and safe sanitation for women vendors and buyers • Number of markets upgraded to include safe spaces for children • Number of women market vendors and associations consulted on infrastructure upgrades and reforms to market management and operations • Number of shops or spaces allotted for women vendors • Examples of changes to the design, operation, fee collection, security arrangements, waste management, and maintenance of markets due to consultation with or advocacy by women vendors • Evidence of legislative and regulatory changes to protect women's rights as vendors and address corruption • Women's perceptions of changes in safety, convenience, and corruption associated with market upgrading and reforms

3. Gender Equality Dimension: Voice and Rights⁴⁸

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women and men participate equitably in decision making about urban planning and infrastructure: e.g., urban transport, waste management, urban renewal and rehabilitation of informal settlements, new housing settlements, water supply and sanitation, drainage and flood control, other municipal service delivery	• Number and percentage of women and men attending consultation meetings about the planning, design, or pricing of services • Number and percentage of women involved in decision making on technology choice and location • Number and percentage of women involved in decision making on revenue and tariffs (including identifying poor and vulnerable households for free or subsidized facilities) • Number and percentage of male and female facilitators working with community groups on planning and implementation • Changes to the design or type of urban infrastructure, housing, construction, management, cost recovery, or maintenance practices due to consultation with women • Views of women and men regarding changes in women's household or community decision making due to their involvement in urban development activities

continued on next page

⁴⁸ See Appendix 1 for results and indicators on the protection of women's rights when communities are displaced or resettled due to urban development activities.

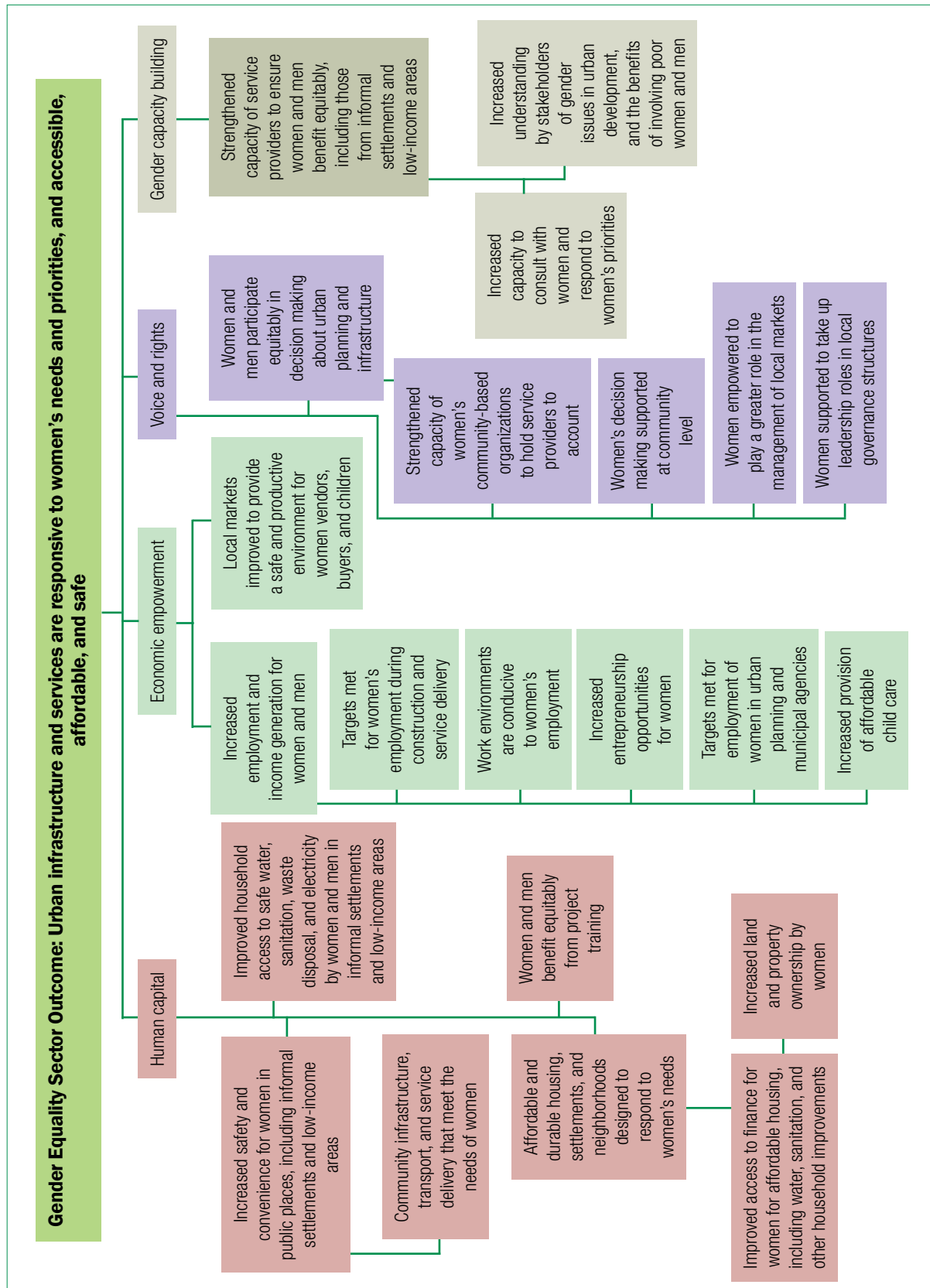
table continued

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Strengthened capacity of women's community-based organizations and other civil society organizations to hold service-bearers to account – Women's decision making supported at the community level	• Number and percentage of women and men in community associations (e.g., slum dwellers, user groups, self-help groups, trade associations) • Number and percentage of women in leadership positions in community associations • Evidence and examples of awareness-raising and community mobilization with women on their entitlements • Evidence and examples of improved service delivery due to advocacy and action taken by women (e.g., safety, reliability, affordability)
Women empowered to play a greater role in the management of local markets	• Number and percentage of women vendors participating in market women vendors associations and market management committees, including in leadership positions • Number of women vendors trained to participate effectively in market management committees
Women supported to take up leadership roles in local governance structures	• Number and percentage of women provided with training or other support to enable them to vote in an informed way • Number and percentage of women provided with training or other support to enable them to participate as candidates in elections, and to perform effectively once elected • Number and percentage of women registered to vote • Number and percentage of women elected as local councilors • Evidence of changed attitudes (among women and men) about the right of women to vote and stand for election

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of service providers to ensure women and men benefit equitably from urban development investments, including those in informal settlements and low-income areas	• Evidence that equal employment opportunity policy and practices are implemented for staff and contractors (core labor standards, equal pay for work of equal value, occupational health and safety, and separate sanitation facilities) • Sex-disaggregated data routinely collected and applied to policy, planning, implementation, monitoring, and evaluation • Evidence that procedures for responding to complaints are publicly available and accessible to women, and that standards for responding to complaints are implemented and monitored
– Increased capacity to consult with women and respond to women's priorities	• Number of training sessions with service providers, contractors, and other stakeholders on participatory techniques for involving poor women and men, and the number and percentage of women and men attending training • Number of agencies and service providers that employ staff with gender specialist expertise
– Increased understanding by stakeholders of gender issues in urban development, and the benefits of involving poor women and men	• Number of training and awareness sessions held with stakeholders (urban planning department staff, municipal councils, male and female elected representatives, community leaders) on gender issues in urban development • Number and percentage of women and men attending gender training, by type of stakeholder

C. Urban Development: Flowchart of Gender Equality Results



Resources on Gender and Urban Development⁴⁹

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for urban development projects in various subsectors.

_____. 2006. *Gender Checklist: Urban Development and Housing*. Manila.

www.adb.org/publications/gender-checklist-urban-development-and-housing?ref=themes/gender/publications

Actions to address gender issues through the project cycle, baseline and monitoring data, tips on design components and policy dialogue, and terms of reference for a gender specialist.

United Nations Human Settlements Program (UN-HABITAT). Gender.

www.unhabitat.org/categories.asp?catid=303

Links to resources on gender and urban development subsectors such as climate change, land and housing tenure, local government and decentralization, women's safety audits, urban planning, and infrastructure including smarter cities.

UN WOMEN. 2011. *Pacific Markets and Market Vendors: Evidence, Data and Knowledge in Pacific Island Countries*. Suva.

www.unwomenpacific.org/pages.cfm/our-programmes/economic-security/partners-improving-markets.html

Literature review and annotated bibliography of issues affecting markets in 10 Pacific countries including infrastructural, organizational, and health and safety risks, and recommendations for improvement.

⁴⁹ See resources listed in other chapters for specific urban subsectors and development activities.

Chapter 14

Water Supply and Sanitation

A. Country and Sector Level Outcome and Indicators⁵⁰

Gender Equality Outcome: Reduced time burdens for women and girls (collecting water and health care) due to demand-driven water supply and sanitation infrastructure that responds to both women's and men's needs and priorities	
Gender Equality Dimension	Sample Gender Equality Indicators
Human capital	• Hours per day that females and males spend collecting water for domestic and other uses • Evidence of time saved in caring for the sick by women and girls • Incidence of waterborne diseases
Economic empowerment	• Number and percentage of women and men with increased incomes due to improved rural or urban water facilities (agricultural, home gardening, or other enterprises)
Voice and rights	• Evidence that water supply and sanitation laws, policies, plans, and monitoring processes require women's participation
Gender capacity building	• Evidence that water and sanitation policy and strategies include gender equality objectives based on gender analysis of women's and men's different needs

⁵⁰ Results and indicators for this chapter are drawn from various sources including the author and the following: ADB (2006a, 2006b, 2012a); AusAID (2005, 2011b, 2011c, 2012a, 2013a); CIDA (2000, 2005); Government of the Philippines (2004); IASC (2006); Grown et al. (2005); and World Bank (2010).

B. Program and Project Level Results and Indicators

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital^a	
Increased school attendance by girls	Evidence of change in school attendance or achievement by girls due to time saved collecting water
Increased access to affordable water and sanitation - Women supported to improve household water supply and sanitation facilities - Targets met for the uptake of new water supply and sanitation facilities by women from vulnerable and marginalized households - Safe and accessible water and sanitation for women and girls in community facilities and schools - Community-based and household water and sanitation services operated and maintained	- Number and percentage of households in the target area with access to improved water source or that utilize or take up new water facilities^a - Number of households with an improved sanitation facility^a - Reasons given by women and men for not subscribing to or taking up new services^a - Number and percentage of households provided with free or subsidized connections, flexible payment arrangements, or lifeline tariffs^{a, b} - Number and percentage of households receiving credit for water or sanitation improvements^a - Number of schools, health centers, markets, and other community facilities with separate water, sanitation, and hand-washing facilities for males and females - Number and percentage of new facilities operational after a defined time period - Women's and men's satisfaction with the water and sanitation investment including accessibility, quality, reliability, affordability, and maintenance of water supply; conflicts between domestic and other uses for water; credit packages; appropriateness of sanitation facilities; and type of technology used^a - Women's and men's reports of how they use water facilities (domestic, agricultural, home gardening, enterprises) - Number and percentage of women and men who contribute funds for construction, operation, management, or maintenance, and the proportion of funds contributed by women and men
Improved sanitation practices and environmental conditions - Improved understanding of the links between health, water, sanitation, and waste management - Increased involvement by men in sanitation issues	- Number and percentage of females and males using improved hygiene practices, and the number and percentage with knowledge of improved hygiene practices - Number and percentage of males and females participating in education activities on hygiene practices, waste management, and other measures to ensure clean water supply - Number and type of hygiene education activities specifically targeted at women, men, girls, and boys (e.g., community-based activities, mass campaigns, drama, training sessions) - Views of women and men on changes in the gender division of labor on water supply and sanitation, and reasons for changes
Reduced safety risks for women and girls from collecting water, bathing, laundry, and toileting	- Perceptions of changes in safety and security associated with water and sanitation, by sex and age - Evidence that communal taps, latrines, bathing, and laundry facilities are sited in safe locations, provide privacy, are well-lit, and are accessible for people with disabilities
Women and men benefit equitably from program- and project-related training Targets met for women's participation in training, including in operation and maintenance of water supply and sanitation	- Number and percentage of women and men who receive training in operation, maintenance, or management of facilities; water conservation; or safety issues - Number and percentage of women and men who receive other training, by type of training (e.g., enterprise development, leadership, financial management, health and hygiene) - Number of training sessions specifically targeted at women and men, by area of content

^a These indicators should be disaggregated by socioeconomic group (e.g., lowest wealth quintiles), and other vulnerable and marginalized groups (e.g., households that include people living with disabilities, ethnic minorities).

^b Lifeline tariff: a pricing strategy in which the first portion of water used is provided free or for a nominal price, with subsequent portions charged at higher or increasing prices.

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Increased opportunities for employment and income generation for women and men – Targets met for women's employment during construction, operation, and maintenance	• Evidence that contracts and tender documents for subcontractors require the recruitment of women as unskilled labor • Number and percentage of women and men employed on construction, operation, and maintenance, by type of job and pay rates, and the proportion of women employed in unskilled, technical, management, and supervisory roles • Number and percentage of women contractors who are awarded labor-based contracts • Number of hours (or days) of paid work by women and men during construction, operation, and maintenance
– Targets met for women's employment in water utilities (e.g., water meter readers, customer service, water quality monitoring, accounting)	• Number and percentage of women and men employed in public and private water utilities, by type and level of position, and the percentage change in women's employment during the project • Percentage change in women's employment in professional, technical, supervisory, and management positions • Evidence of the type of incentives implemented for women to take up field positions in rural and remote areas, and activities specifically designed to recruit women, increase their capacity, and provide career development
– Increased involvement by women in economic enterprises	• Evidence of how the time saved collecting water and providing health care is used in other household and economic activities • Number and percentage of women and men who receive credit for enterprises, and the proportion provided to men and women

3. Gender Equality Dimension: Voice and Rights⁵¹

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women's participation, leadership, and decision making are supported in water supply and sanitation (location, selection of technology, management, operation, and maintenance) – Targets met for women's participation and decision making in consultation processes, user groups, and committees	• Number and percentage of women and men who attend participatory planning and consultation meetings • Number and percentage of women and men involved in the selection of technology, location, operation, and management of improved water supply and sanitation • Number and percentage of women and men in water user groups • Number and percentage of women in leadership positions in water management committees and on boards of water utilities • Number and percentage of women involved in decision making on revenue and tariff arrangements (including identification of poor and vulnerable households for free or subsidized facilities) • Number and percentage of women in charge of operation, maintenance, and repair of facilities • Number and percentage of male and female facilitators and field staff working with water committees and community groups on design, planning, and consultation processes • Changes in the location or type of water supply or sanitation technology due to consultation with women • Changes to design, construction, management, cost recovery, or maintenance practices due to consultation with women • Views of women and men on changes in women's household or community decision making due to their involvement in water supply and sanitation committees or activities • Number of materials distributed to women or women's organizations on entitlements to water and sanitation facilities, and number of mass campaigns with information on entitlements

⁵¹ See Appendix 1 for results and indicators on the protection of women's rights when communities are displaced or resettled due to water supply and sanitation infrastructure construction.

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of water utilities to ensure women and men benefit equitably from water supply and sanitation investments – Increased capacity to consult with women and men and to respond to women's priorities	• Evidence that equal employment opportunity policy and practices are implemented for staff and contractors (core labor standards, equal pay for work of equal value, occupational health and safety, and separate sanitation facilities) • Sex-disaggregated data routinely collected, analyzed, and applied to policy, planning, implementation, monitoring, and evaluation • Evidence that women's and men's preferences and priorities for the design, location, technology, management, and maintenance of water supply and sanitation facilities are routinely documented by water utilities • Evidence that procedures for responding to complaints are publicly available and accessible to women; and that standards for responding to complaints are implemented and monitored • Number of training sessions held with water utilities, contractors, and other stakeholders on participatory techniques for involving women and men, and number and percentage of women and men attending training • Number of utilities that employ staff with gender specialist expertise
– Increased understanding of gender issues in water supply and sanitation, and how these impact on sustainability and effectiveness	• Number of training and awareness sessions held with water utilities, NGOs, contractors and other stakeholders (e.g., female and male elected officials, government staff, community leaders) on gender issues in water supply and sanitation • Number and percentage of women and men attending gender training (by agency, and type of employee)
– Increased capacity of executing agencies to ensure that implementing agencies, nongovernment organizations (NGOs), and contractors are gender sensitive in their operations	• Tender documents and contracts include mandatory requirements and payment milestones for gender training of key staff (managers, supervisors, field staff, and facilitators) • Selection criteria for NGOs, contractors, and other implementing agencies include demonstrated experience in participatory consultation with women, gender analysis, and implementing gender strategies

Resources on Gender, Water Supply, and Sanitation

ADB. Gender and Development: Project Gender Action Plans.

www.adb.org/themes/gender/project-action-plans

Examples of gender action plans for water supply and sanitation projects.

_____. 2006. *Gender Checklist: Water Supply and Sanitation*. Manila.

www.adb.org/publications/gender-checklist-water-supply-and-sanitation?ref=themes/gender/publications
Actions to address gender issues through the project cycle, baseline and monitoring data, tips on design and policy dialogue, and terms of reference for a gender specialist.

AusAID. 2005. *Gender Guidelines: Water Supply and Sanitation*. Canberra: Commonwealth of Australia.

www.ausaid.gov.au/Publications/Documents/gender_guidelines_water.pdf

Guiding questions, an explanation of why each question needs to be asked, and examples of practical actions to be taken.

UNDP and Gender and Water Alliance. 2006. *Resource Guide: Mainstreaming Gender in Water Management*. www.genderandwater.org/url/476.html

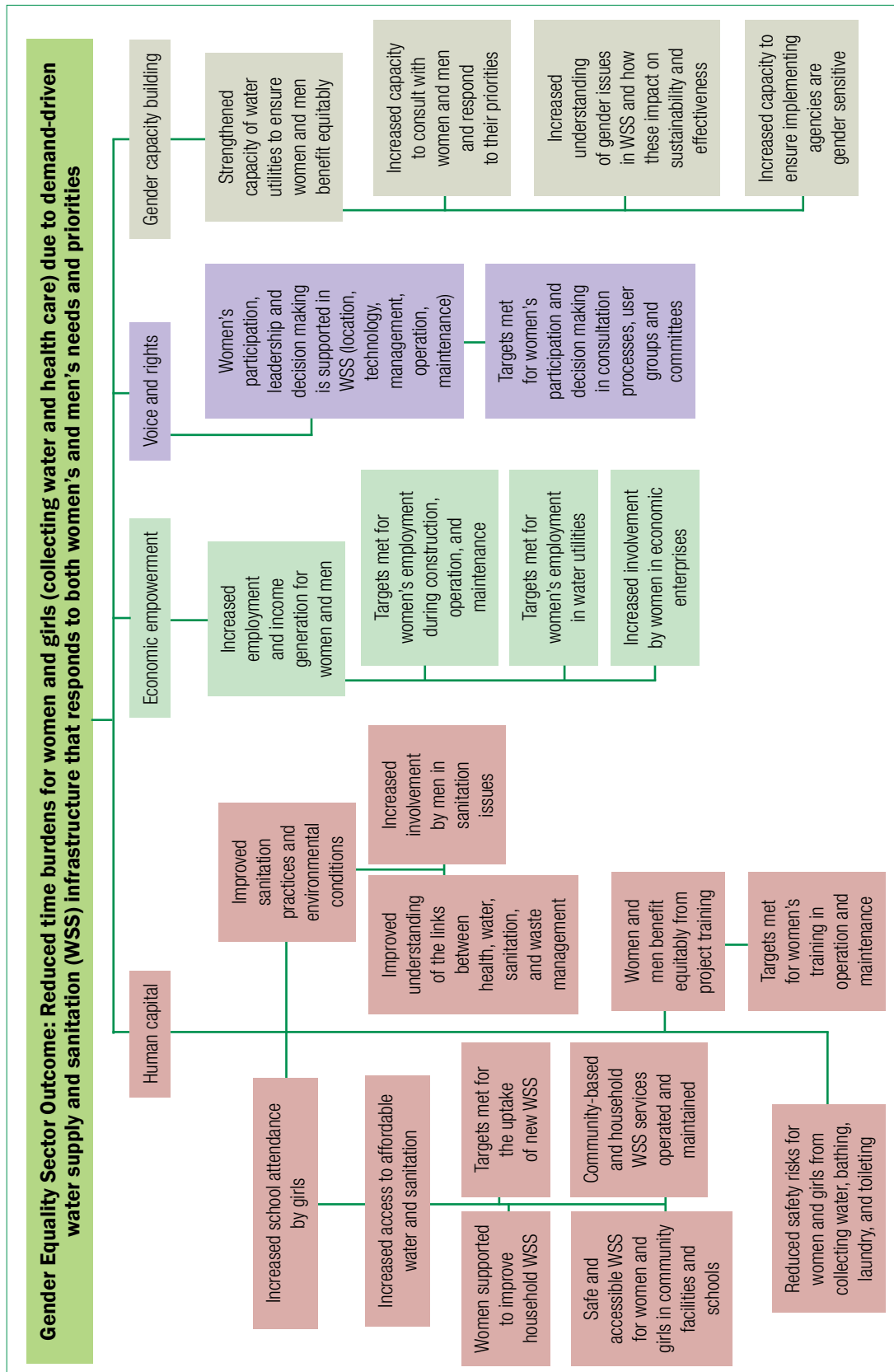
Analyses gender perspectives in integrated water resources management, outlines gender issues in 13 subsectors, and identifies how to address gender issues through the project cycle and in water sector policies and institutions.

World Bank. Indicators for Gender Issues in Water and Sanitation.

<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/0,,contentMDK:20194584~pagePK:210058~piPK:210062~theSitePK:336868,00.html>

A three-page list of indicators and evaluation questions.

C. Water Supply and Sanitation: Flowchart of Gender Equality Results



Appendix 1

Results and Indicators for Mitigating the Impacts of Displacement and Resettlement

A. Program and Project Level Results and Indicators¹

1. Gender Equality Dimension: Human Capital

Sample Results	Sample Indicators
Gender Equality Dimension: Human Capital	
Women and men affected by loss of land, assets, or other resources are provided with special assistance according to their needs	• Evidence of the type and effectiveness of special assistance and transitional support provided, by sex and vulnerable group including people with disability (e.g., credit, land improvement, subsidized access to health or education services, cash transfers) • Evidence of women's and men's satisfaction with compensation, transitional support, special assistance, and resettlement

2. Gender Equality Dimension: Economic Empowerment

Sample Results	Sample Indicators
Gender Equality Dimension: Economic Empowerment	
Livelihoods of women and men are fully restored or improved	• Number and percentage of women and men retrained, or receiving business or other services to increase their productivity and income • Number and percentage of women and men whose livelihoods and incomes are restored or improved • Number and percentage of women and men receiving credit, and proportion of credit provided to women and men • Percentage change in the incomes of women and men • Changes in income disparities between women and men

¹ Results and indicators in this chapter are drawn from various sources including the author and the following: ADB (2009b, 2013b); and AusAID (2012c, 2012d).

3. Gender Equality Dimension: Voice and Rights

Sample Results	Sample Indicators
Gender Equality Dimension: Voice and Rights	
Women's and men's rights are protected including poor, vulnerable, and marginalized groups (e.g., female-headed households, ethnic and religious minorities, indigenous and landless groups, and people with disability) Land, housing, and other assets are restored or improved	- Number and percentage of women and men who have lost their livelihoods, land, housing, assets, or access to resources, by type of household head,^a including vulnerable groups - Evidence of the type and amount of compensation provided, by sex, type of household head,^a and vulnerable groups, compared with the value of assets lost due to the project - Percentage of female and male single-headed households who receive compensation, compared with the rate of these households in the affected community - Number and percentage of land or house titles provided in the names of women, men, and joint (both spouses), compared with before the project - Reports by women and men of how compensation was used
Women participate equitably in decision making on compensation options, plans, implementation, and monitoring	- Number and percentage of affected women and men consulted over compensation, resettlement, or alternative livelihood options - Number and percentage of women and men represented in local resettlement committees and other grievance redress mechanisms - Number and percentage of female facilitators involved in community meetings - Number and percentage of women and men involved in decision making on resettlement and compensation, including women's organizations - Number of women's organizations and other civil society organizations implementing and monitoring resettlement and compensation activities, including potential negative social impacts (e.g., gender-based violence, alcohol abuse, school dropout rates) - Evidence of effective action taken to inform all affected women and men of their entitlements and options
The rights and interests of host communities are protected (including poor, marginal, and vulnerable groups)	Evidence of the number, type, and effectiveness of design features implemented to facilitate the integration of displaced persons into host communities, such as the number and type of project activities extended to women and men in host communities (e.g., credit, training, civic infrastructure, and community services, according to the project and sector)

^a Type of household head may include female single-headed, male single-headed, joint male and female, or households headed by male or female children.

4. Gender Equality Dimension: Gender Capacity Building

Sample Results	Sample Indicators
Gender Equality Dimension: Gender Capacity Building	
Strengthened capacity of executing and implementing agencies to develop and implement gender-responsive plans, grievance mechanisms, and monitoring processes	- Evidence that resettlement plans and livelihood restoration frameworks include gender equality objectives, based on gender analysis of affected and host communities - Evidence that grievance mechanisms are publicly available and accessible to women; and that gender-responsive standards for responding to grievances are implemented and monitored - Evidence that sex-disaggregated data is routinely collected and analyzed, including ongoing monitoring and impact assessment after resettlement and project completion - Number and percentage of women or women's organizations involved in independent evaluation of the implementation and impacts of resettlement and compensation plans

Appendix 2

Sample Evaluation Questions on Gender Equality

Human Capital

1. Has there been an increase in women's or girls' access to health, education, information, training, or other services? How does this compare to men's or boys' access to these services? Did the program address women's greatest needs for human capital?

Economic Empowerment

2. Has there been an increase in women's access to or control over productive resources, services, or assets, including resources provided by the program? How does this compare to men's access to these resources, services, and assets? (Consider land, property, employment, income, information, financial services, and other economic opportunities.) Did the program address the key barriers to women's economic empowerment and build on their strengths?

Voice and Rights

3. Have women been empowered to claim their rights in public and private spheres? Have women participated equally with men in the program, including in decision making and leadership? Has the program challenged or changed attitudes on women's and girls' rights (including attitudes on violence against women), strengthened women's knowledge of their rights, or fostered a greater understanding of women's rights among men and boys?

Gender Capacity Building

4. Is sex-disaggregated data regularly collected and analyzed? Have gender and social analysis skills been strengthened among key stakeholders, including their capacity to develop, implement, and monitor gender strategies? Is there a greater understanding of gender issues in the sector, and the most effective strategies to address women's needs and priorities, as well as those of men?

Lessons Learned about Constraints, Strategies, and Sustainability

5. What factors and strategies helped to foster positive changes toward gender equality? What constrained the achievement of equal participation, benefits, and outcomes for women and girls?
6. Were there some program components where men or boys benefited much more than women or girls, and what contributed to this?
7. Were there any unintended positive or negative changes in gender relations? What factors and strategies contributed to these changes?
8. Are positive changes in gender relations likely to be sustained? What factors will contribute to this, and what is likely to undermine the sustainability of positive changes?

9. How did any changes in gender results affect the achievement of the overall program goal and outcomes? Have positive changes toward gender equality helped to achieve outcomes, effectiveness, efficiency, or sustainability of the program?
10. What changes need to be made to enhance progress toward gender equality (in this program, or in other similar programs)?

References

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Tool Kit on Gender Equality Results and Indicators

This tool kit was designed to help development practitioners incorporate gender perspectives into development initiatives, and to monitor and evaluate gender equality results. It was written with development policy makers, planners, implementers, and evaluators in mind. The tool kit provides a menu of gender equality outcomes, results, and indicators across different sectors that can be adapted to suit different contexts. It is intended to be read selectively based on the sector and nature of the program or project although it is not expected that every indicator will be relevant to all programs and projects.

About the Asian Development Bank

ADB's vision is an Asia and Pacific region free of poverty. Its mission is to help its developing member countries reduce poverty and improve the quality of life of their people. Despite the region's many successes, it remains home to two-thirds of the world's poor: 1.7 billion people who live on less than \$2 a day, with 828 million struggling on less than \$1.25 a day. ADB is committed to reducing poverty through inclusive economic growth, environmentally sustainable growth, and regional integration.

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Asian Development Bank
6 ADB Avenue, Mandaluyong City
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www.adb.org



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