

**UK Gender and Development Network**

**Briefing note for Andrew Mitchell MP,  
Shadow Secretary of State for International Development**

***Tracking performance on gender equality through the use of gender-sensitive indicators***

*“Aid is only effective if it achieves good development results and good development results are not possible if gender inequalities persist”<sup>1</sup>.*

Tracking performance on gender equality and monitoring the delivery of equitable development outcomes that tackle poverty is key to assessing the effectiveness and impact of aid flows. This requires the systematic inclusion of gender-sensitive indicators in donor agencies’ results frameworks. It also requires that donors champion and support the use of gender-specific data and indicators in country statistical, monitoring and evaluation systems.

This briefing note proposes a range of gender-sensitive indicators that could be used to measure programmatic and institutional performance on gender equality in bilateral and multilateral donor agencies, with the ultimate aim of strengthening development impacts on the lives of poor women and men.

**What do gender-sensitive indicators measure?**

- the differential impacts of development assistance on women and men
- the effectiveness of gender-focused policies and activities in reducing gender inequalities
- the effectiveness of activities designed to promote greater gender equality *within* development cooperation agencies.

**Where should gender-sensitive indicators be included?**

- In the implementation and monitoring arrangements of all development assistance projects and programmes – e.g. via inclusion in logical frameworks
- In Country Plans and Joint Assistance Strategy documents
- In overall performance frameworks – e.g. via inclusion in appropriate Public Service Agreements
- In internal institutional audits or evaluations.

Like many bilateral development agencies, multilateral organisations such as the World Bank and the United Nations have prioritised results-based management and budgeting, and committed themselves to comprehensive gender equality policies and plans. Despite this, virtually no multilateral organisation has set up a tracking system to regularly account for their allocations and

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<sup>1</sup> Mary Robinson, at the workshop “Strengthening the Development Results and Impacts of the Paris Declaration through Work on Gender Equality, Social Exclusion and Human Rights”, London, March 2008.

expenditures on gender equality (UNIFEM 2008)<sup>2</sup>. The 2008-9 *Progress of the World's Women* calls on multilateral organisations to agree a coherent system-wide tracking and reporting mechanism to monitor funds allocated to and spent on gender equality and women's empowerment by the multilateral and bilateral community – in line with the Paris Declaration on Aid Effectiveness. The UK Government should play a leadership role in calling for gender-responsive reporting systems and results frameworks with multilateral agencies, as well as with other bilateral donors and partner governments.

### **The DAC Gender Equality Policy Marker**

The policy marker offers one methodology for tracking expenditure in support of gender equality. In their reporting to the DAC, donors are requested to indicate for each individual activity whether or not advancing gender equality is a) the principal policy objective, b) a significant policy objective, or c) not an objective. The marker allows for a comparison across different sectors of the extent to which donors' aid programmes are aimed at achieving gender equality. It also helps monitor changes in donor spending priorities over time. While 16 out of the 23 OECD/DAC member countries use the Gender Equality Policy Marker, none of the multilaterals use it to date.

### **Political leadership and institutional change**

Ensuring that bilateral and multilateral development agencies can practically deliver on gender equality requires high level institutional support, including:

- political will and committed leadership – for example from ministers or senior management
- resources allocated towards strengthening the technical capacity of staff on gender issues
- incentives, performance indicators and monitoring systems to ensure that staff implement commitments to gender equality.

Gender audits/evaluations are one useful tool for assessing organisational performance on the promotion of gender equality, although political will and systems of accountability are needed to ensure recommendations are implemented.

### **Gender-sensitive indicators**

The remainder of this briefing outlines the gender-sensitive indicators that could be used to help assess the gendered impact of policies and resource allocations in the priority areas outlined in the recent Green Paper: *One World Conservatism*. These indicators could also be integrated into the tracking systems of multilateral agencies to enhance their accountability to gender equality.

### **Value for Money in Aid**

- Strengthened capacity of partner government agencies to collect sex-disaggregated data and analyse differential impacts of policies on poor women and men
- Increased availability of sex disaggregated data through national statistical systems, routinely collected, analysed and reported (could specify specific data e.g. income, employment, access to services)

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<sup>2</sup> However, pilot models for tracking what percentage of budgets is allocated and spent to advance gender equality and women's empowerment are currently being tested by the International Labour Organization, UNDP, UNFPA, the Office of the United Nations High Commissioner for Refugees, and the World Health Organization.

- Increased use of sex disaggregated data and gender-sensitive indicators in monitoring sections of national development strategies, Country Plans and Joint Assistance Strategies
- Sex disaggregated data collected for all DFID activities/programmes and used to report on gender equality impact and outcomes
- Routine use of evaluations to measure the gender impacts of DFID-funded projects

#### *Tackling Climate Change*

- Increased participation of women in climate change decision-making processes (including on disaster preparedness and management), at community, national and international levels (this would need to be broken down into several indicators)

#### ***The Building Blocks of Wealth Creation***

##### *Harnessing private enterprise*

- Increase in number and quality of DFID-supported country actions supporting women workers and entrepreneurs
- Increase in numbers of women receiving business development training

##### *Legal infrastructure and property rights*

- Increase in percentage of women who have received land titles under land reform schemes
- New or strengthened national legislation providing for equality of property and land ownership
- Increased number of women and men who are aware of laws that provide for equality of land and property rights, and of the mechanisms for redressing violations of these rights
- Increase in resources earmarked to support structures that implement and promote land reform initiatives which address the needs of women
- Increase in resources allocated to initiatives that provide financial support to the economic development of land owned by women

##### *Microfinance*

- Increase in the percentage of loans for projects targeted at women and designed to redress gender imbalances
- Increase in the percentage of women accessing credit

##### *Agriculture*

- Equitable access by women and men to technology and rural and agricultural financial services
- Greater availability and take up by women of skills development training in agro-business entrepreneurship and extension support services
- Increased participation of women as agricultural extension agents

##### *Infrastructure*

- Reduction in hours per day spent by women and girls fetching water, fuel and forest products
- Increased number of women participating equally in decision making about the location and types of water supply and sanitation investments, and their management and maintenance, including at management levels

### *Employment*

- Increased share of women in employment, both wage and self-employment, by type
- Increase in share of female labour force in managerial and professional occupations
- Reduction in gender gaps in earnings in wage and self-employment

### **Health and Education**

#### *Education*

- Ratio of female to male gross enrolment rates in primary, secondary and tertiary education
- Ratio of female to male completion rates in primary, secondary and tertiary education
- Ratio of literate females to males among 15- to 24-year-olds

#### *Health – including reproductive health*

- Reduction in maternal mortality rates
- Increase in proportion of births attended by skilled health staff
- Greater proportion of contraceptive demand satisfied
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### **Conflict, Stabilisation and Peacekeeping**

- Proportion of women and men in provisional/transitional governing bodies
- Proportion of women and men in the Constituent Assembly, constitution drafting committees and popular consultations
- Increased participation of women in democratic processes, including peacemaking and peace-building
- Provisions for equal rights to ownership/inheritance of property enshrined in new constitution and legislation

### **Additional indicators on key areas of concern:**

#### *Political participation and democratic governance*

- Increase in women's access to training and other support services to enable them to participate as candidates in elections and to perform effectively once elected
- Increased inclusion of young women in political education and leadership training
- Strengthened capacity of women to participate in community organisations, especially in managerial positions
- Increase in percentage of seats held by women in national parliament
- Increase in percentage of seats held by women in local assemblies or councils
- Increase in percentage of female ministers
- Increase in number of Parliamentarians receiving gender-sensitivity training
- Increase in percentage of local assemblies/ councils using gender responsive budgeting
- Increase in percentage of eligible women registered as voters
- Increase in voter turnout (%) among registered women in poor districts

#### *Justice – including combating violence against women*

- Prevalence of violence against women cases reported to the police or other bodies, including frontline women's organisations
- Prevalence of violence against women cases prosecuted in the courts

- Increase in the percentage of reported rape cases resulting in prosecution
- Inclusion of gender sensitisation in training of army, police forces and judges
- Percentage of judges and magistrates who are women
- Increased recognition by the general public of the human rights of women and girls, and of laws and mechanisms for protecting women's rights.

***Indicators to monitor internal individual and organisational change:***

- Increased training on gender equality available and provided to all DFID staff
- Gender specialist staffing/gender focal staff maintained or increased
- Improvement in staff knowledge, skills and attitudes on mainstreaming gender equality
- Sensitivity to gender issues included in all job descriptions and assessed at interview stage
- Increased reference to gender equality and women's empowerment in objectives for senior staff
- Gender equality is central to personal performance objectives and monitored through appraisals.

**Further Information**

For further information, see the following resources, on which this briefing is partially based:

- BRIDGE (2009) 'Gender Indicators: What, Why and How?', prepared for the 7<sup>th</sup> Meeting of the DAC Network on Gender Equality, 10-12 June 2009  
<http://www.oecd.org/dataoecd/46/47/43041409.pdf>
- DAC Network on Gender Equality (2009) 'Managing for Gender Equality Results in Donor Agencies', *Gender Equality, Women's Empowerment and the Paris Declaration on Aid Effectiveness*, Issues Brief 4 <http://www.oecd.org/dataoecd/29/5/42780174.pdf>
- UNIFEM (2008) 'Who Answers to Women? Gender and Accountability', *Progress of the World's Women 2008-9*, UNIFEM, New York <http://www.unifem.org/progress/2008/>