



GENDER and INDICATORS

Supporting Resources Collection

Emily Esplen with Emma Bell

July 2007



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We are grateful for the financial support provided by the Bureau for Development Policy, United Nations Development Programme (UNDP) for this Supporting Resources Collection (SRC). Thanks also to: the UK Department for International Development (DFID), Irish Aid, the Swiss Agency for Development and Cooperation (SDC), and the Swedish International Development Cooperation Agency (Sida), for their ongoing support of the BRIDGE programme. Credit is also due to BRIDGE team members Justina Demetriades, Hazel Reeves, Susie Jolly, Paola Brambilla and Elaine Mercer for their substantive input into this SRC. Thanks also to The Write Effect for copy-editing.

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ISBN: 978-1-85864-636-7

CONTENTS

Acronyms.....	v
1. Introduction.....	1
2. Glossary of Terms.....	2
3. Overviews: Gender and Indicators	4
4. Measuring Gender Mainstreaming	6
4.1 Gender Mainstreaming	6
4.2 The new aid architecture	9
5. Measuring the Difficult to Measure	11
5.1 Poverty	11
5.2 Empowerment	12
5.3 Gender-based violence.....	15
5.4 Conflict	16
6. Measuring in Other Sectors.....	18
6.1 Governance	18
6.2 Education.....	20
6.3 Information and Communications Technologies	20
6.4 Health – including sexual and reproductive health and rights	21
6.5 Agriculture and natural resources	26
7. International Measurements.....	29
7.1 The Millennium Development Goals (MDGs).....	29
7.2 The Human Development Index (HDI), Gender-related Development Index (GDI) and Gender Empowerment Measure (GEM).....	32
7.3 The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)	35
7.4 The International Conference on Population and Development (ICPD).....	38
7.5 The Beijing Platform for Action	40
7.6 Regional approaches, indicators and statistics.....	42
8. Engendering Statistics Systems and Data Collection	46
9. International and Regional Databases of Gender Statistics	48
10. Networking and Contacts.....	50

ACRONYMS

ACTS	Access to care, treatment and support
AGDI	African Gender and Development Index
AWPS	African Women's Progress Scoreboard
BPfA	The Beijing Platform for Action
CEDAW	The Convention on the Elimination of all Forms of Discrimination against Women
CENWOR	The Centre for Women's Research
CEPAL	Comisión Económica para América Latina y el Caribe (see ECLAC)
CRUDAN	The Christian Rural and Urban Development Association of Nigeria
CSW	United Nations Commission on the Status of Women
DAC	Development Assistance Committee
DFID	The UK Department for International Development
ECLAC	Economic Commission for Latin America and the Caribbean (see CEPAL)
EUROSTEP	European Solidarity Towards Equal Participation
FAO	The Food and Agriculture Organization of the United Nations
GBIs	Gender-budget initiatives
GBV	Gender-based violence
GDI	Gender-related Development Index
GEEI	Gender Equality in Education Index
GEI	Gender Equity Index
GEM	Gender Empowerment Measure
GPI	Gendered Poverty Index
GRBI	Gender responsive budget initiatives
GSI	Gender Status Index
GSIs	Gender-sensitive indicators
HDI	Human Development Index
ICESCR	The International Covenant on Economic, Social, and Cultural Rights
ICPD	The International Conference on Population and Development
ICRW	The International Centre for Research on Women
ICT	Information and communications technology
ICW	The International Community of Women Living with HIV/AIDS
IDS	The Institute of Development Studies
IFAD	The International Fund for Agricultural Development
ILO	The International Labour Organization
IUCN	The World Conservation Union
IPPF	International Planned Parenthood Federation
IPPF/WHR	International Planned Parenthood Federation/Western Hemisphere Region
MDGs	Millennium Development Goals
M&E	Monitoring and evaluation

NER	Net Enrolment Ratio
NGO	Non-governmental organisation
NORAD	Norwegian Agency for Development Cooperation
OECD	Organisation for Economic Co-operation and Development
PAHO	Pan American Health Organization
PHN	Population, Health and Nutrition
PLWHA	People living with HIV and AIDS
RHAG	Reproductive Health Affinity Group
SDC	Swiss Agency for Development and Cooperation
SNV	Netherlands Development Organisation
SRC	Supporting Resources Collection
SRH	Sexual and reproductive health
SRHR	Sexual and reproductive health and rights
UN	United Nations
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNECE	United Nations Economic Commission for Europe
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNESCWA	United Nations Economic and Social Commission for Western Asia
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNIFEM	United Nations Development Fund for Women
UNRISD	United Nations Research Institute for Social Development
VAW	Violence against women
WEDO	The Women's Environment and Development Organization
WHO	World Health Organization

1. INTRODUCTION

Gender-sensitive measurements are critical for building the case for taking gender (in)equality seriously, for enabling better planning and actions by gender and non-gender specialists, and for holding institutions accountable to their commitments on gender equality. Yet measurement techniques and data remain limited and poorly utilised, making it difficult to know if efforts are on track to achieving gender equality goals and commitments. This collection provides a comprehensive overview of conceptual and methodological approaches to gender and measurements of change with a focus on indicators, highlighting good practice from the grassroots to the international level.

The *Supporting Resources Collection* (SRC) largely mirrors the structure of the *Overview Report*, presenting key texts, case studies and practical manuals to further guide practitioners and policymakers in:

- Deciding what and how to measure – including selecting appropriate methods and methodologies;
- Measuring the effectiveness of gender mainstreaming;
- Measuring change in four especially ‘hard to measure’ areas: poverty, empowerment, gender-based violence and conflict;
- Monitoring and strengthening international measurement instruments and indicators, including widely recognised goals – such as the Millennium Development Goals – and indices – such as the United Nations Development Programme’s Gender-related Development Index (GDI) and Gender Empowerment Measure (GEM);
- Developing and better utilising gender-sensitive regional approaches, indicators and statistics.

The SRC presents additional information on measuring change in sectors which are not addressed at length in the *Overview Report*, such as sexual and reproductive health and rights (SRHR). Information on how to engender statistics and database collection is also provided, along with international and regional databases of gender statistics and networking and contact details for organisations featured in the pack. Details of how to obtain copies or download the full texts are provided with each summary. Most of the resources in the pack are available to download free from the Internet.

This SRC forms part of the *Cutting Edge Pack* on Gender and Indicators. The pack also includes an *Overview Report* and an *In Brief* bulletin on the theme. Download copies from <http://www.bridge.ids.ac.uk> or contact BRIDGE (bridge@ids.ac.uk) for more information.

New resources on gender and indicators are continually being produced. The *Siyanda* website, hosted by BRIDGE, features all the resources in this collection (search ‘indicators’) as well as new materials. We welcome suggestions and submissions of materials on gender and measurements of change to be included on *Siyanda*. See <http://www.siyanda.org>.

2. GLOSSARY OF TERMS

Composite Indices	These are indices made up of several indicators which are combined into one overall measure.
Gender	The socially constructed roles, behaviours, and attributes considered appropriate for men and women in a given society at a particular point in time.
Gender Analysis	The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequalities based on gender.
Gender Audit	The analysis of policies, programmes and institutions in terms of how they apply gender-related criteria.
Gender-Based Violence	Any act or threat that inflicts physical, sexual, or psychological harm on the basis of a person's gender.
Gender Blind	Ignoring the gender dimension(s) or failing to notice the differences between women and men in analysis, policies or development activities.
Gender Equality	Where women have the same opportunities in life as men, including the ability to participate in the public sphere, equivalence in life outcomes for women and men, and equality in distribution of power and resources.
Gender Gap	The gap or difference between the performance or status of men and women on any particular indicator.
Gender Indicators	A short-hand term used sometimes to refer to gender-sensitive indicators (see below).
Gender Mainstreaming	An organisational strategy to bring a gender perspective to all aspects of an institution's policy and activities, through building gender capacity and accountability.
Gender Relations	Hierarchical relations of power between or among women and men that tend to disadvantage women.
Gender-Sensitive Data	Information which captures the gender dimensions of a particular issue.
Gender-Sensitive Indicators	A 'gender-sensitive indicator' measures gender-related changes in society over time. They include <i>sex-disaggregated indicators</i> , which provide separate measures for males and females on a specific indicator, such as literacy rates, and <i>gender-specific indicators</i> for issues specifically relevant to women or men, as in the case of gender-based violence.

Indicator	Indicators are criteria or measures against which changes can be assessed.
Quantitative Methodologies	Quantitative methods of data collection produce quantifiable results, and as such focus on issues which can be counted, such as wage rates.
Qualitative Methodologies	Qualitative methodologies capture people's opinions, attitudes and feelings and are generally derived from more qualitative processes of investigation (e.g., focus group discussions, participatory learning approaches, observation).
Participatory Methodologies	Participatory methodologies are based on the principle that men and women should be the agents of their own development, contributing to decisions about what should be measured and what indicators should be used, and participating in the research themselves.
Sex	Sex refers to the biological characteristics which define humans as female or male. These biological characteristics are not mutually exclusive however, as there are individuals who possess both.
Sex-Disaggregated Data	Sex-disaggregated data comprise all sorts of quantitative and qualitative data and statistical information separated by sex.

This glossary of terms was written by Annalise Moser, author of the *Overview Report*.

3. OVERVIEWS: GENDER AND INDICATORS

Moser, A. (2007) *Gender and Indicators: Overview Report*, Brighton: BRIDGE/IDS

http://www.bridge.ids.ac.uk/reports_gend_CEP.html

Achieving gender equality requires inspiring and mobilising social change. This raises many questions. What does 'success' look like? How does change happen? Where are we starting from and how do we know if we are on track? How can we understand and build on what works in achieving positive change? This *Overview Report* seeks to answer these urgent questions. It explains what is meant by gender-sensitive indicators and measurements of change; makes the case for gender-sensitive measurements; and outlines *howto* go about measuring in practice. Section 3 focuses on measuring the impact of gender mainstreaming, while Section 4 explores how to measure specific areas of gender inequality – such as gender-based violence or the gender dimensions of poverty. A range of international measurement instruments are discussed, including widely recognised goals and indices, as well as innovative new approaches. Recommendations emphasise that while refinement of existing indices and indicators remains critical, gender-sensitive measurements alone do not achieve gender equality. In order to be useful, data must be collected, analysed, disseminated and *used*.

Beck, T. (1999) *A Quick Guide to using Gender Sensitive Indicators: a Reference Manual for Governments and Other Stakeholders*, Gender Management System Series, London: Commonwealth Secretariat

Quick guide available at:

http://publications.thecommonwealth.org/publications/html/DynaLink/cat_id/34/pub_id/301/pub_details.asp

Long version available at:

http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/{D30AA2D0-B43E-405A-B2F0-BD270BCEfBA3}_ugsi_ref.pdf

This guide aims to assist governments in the selection, use and dissemination of gender-sensitive indicators at the national level. It is also relevant to non-governmental organisations (NGOs), women's groups, professional associations, academics and others committed to promoting gender equality. The guide examines the main data sources available for developing a national-level database on gender-sensitive indicators – including censuses and labour force surveys, household surveys, time-use studies and national account systems. It also provides a detailed examination of how to gather and use gender-sensitive indicators in areas such as population composition; learning in formal and non-formal education; access to land, equipment and credit; legal rights and political power; and violence against women. The work that has been carried out by the United Nations and international donors on gender-sensitive indicators, including the United Nations Development Programme's Gender-related Development Index (GDI) and Gender Empowerment Measure (GEM), is reviewed. Good practise case studies in the development of gender-sensitive indicators are also provided.

Beck, T. and Stelcner, M. (1997) *Guide to Gender Sensitive Indicators*, Gatineau: Canadian International Development Agency (CIDA) (English and French)

[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/\\$file/WID-GUID-E.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/$file/WID-GUID-E.pdf) (English)

[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/\\$file/WID-GUID-F.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/$file/WID-GUID-F.pdf) (French)

Designed to help CIDA staff understand how to use gender-sensitive indicators, this guide reviews techniques for choosing appropriate indicators and discusses specific methodological approaches to using them at the project level. It outlines what gender-sensitive indicators are and discusses why they are useful. It also differentiates between quantitative and qualitative indicators: quantitative indicators rely on more formal survey data and relate to the measures that can be quantified, such as the number of people who own a sewing machine in a village; qualitative indicators rely on more informal methodologies and try to capture people's judgements and perceptions. Essential criteria for selecting indicators are outlined. For example, indicators should be relevant to the needs of the user; they should be collected in a participatory fashion with input from all stakeholders; and they should be easy to use and understand. This is followed by a review of specific gender-sensitive indicators relating to education, health, participation, and empowerment.

4. MEASURING GENDER MAINSTREAMING

4.1 Gender Mainstreaming

Moser, C. and Moser, A. (2005) 'Gender Mainstreaming since Beijing: a Review of Success and Limitations in International Institutions', *Gender and Development*, 13.2, London: Routledge

http://www.oxfam.org.uk/what_we_do/resources/downloads/FOG_MGD_3.pdf

The 1995 Beijing Platform for Action prioritised gender mainstreaming as the mechanism for achieving gender equality. This article assesses progress made to date through a review of gender mainstreaming policies in international development institutions. Yet, due to a lack of effective monitoring and evaluation of gender mainstreaming outcomes, it is difficult to know the effects of gender mainstreaming on gender equality. One of the challenges lies with identifying criteria for assessment, including appropriate indicators. Assessments often focus on input indicators such as the number and proportion of female beneficiaries, and number of activities focusing on 'women' or 'gender', rather than addressing *impacts* or *outcomes* of mainstreaming. The paper thus calls for a twofold strategy: implementation of gender mainstreaming (with far greater transparency in terms of documentation), and the development of more robust evaluations of output and outcome processes. For information about how to subscribe to this journal, visit:

<http://www.tandf.co.uk/journals/carfax/13552074.html> or email tf.enquiries@tfinforma.com. Hard copies are also available from the British Library of Development Studies (BLDS) which offers a document delivery and inter-library loan service. For more information, see: <http://blds.ids.ac.uk/docdel.html#ill>.

International Labour Organization (ILO) (2007) *ILO Participatory Gender Audit*, Geneva: ILO (English, French and Spanish)

<http://www.ilo.org/dyn/gender/docs/RES/171/F52553087/ILO%20Participatory%20Gender%20Audit%20brochure.pdf> (English)

http://www.ilo.org/dyn/gender/docs/RES/171/F79948910/03_fr_gender_audit.pdf (French)

http://www.ilo.org/dyn/gender/docs/RES/171/F1631765358/03_esp_gender_audit.pdf (Spanish)

A Participatory Gender Audit is a tool and a process, based on participatory approaches, which assesses whether internal practices and systems for gender mainstreaming are effective and whether they are being followed. Participatory gender audits are used at an individual, team and organisational level to promote learning on how to integrate gender concerns throughout an institution. The International Labour Organization (ILO) began this process in October 2001 and has since expanded its audits to cover field offices, major constituents, such as the International Confederation of Free Trade Unions (ICFTU), and United Nations agency offices in Zimbabwe and Mozambique. This eight-page brochure gives an overview of the ILO's experience of carrying out participatory gender audits and lists some key findings and outcomes. It underlines how, through the audit process, country-specific plans and strategies for gender equality and mainstreaming have been developed. In Sri

Lanka, for example, where gender audits were carried out in 2004 with the Ministry of Labour and Employment, the Employers' Federation of Ceylon (EFC), and two trade union federations, a Gender Bureau was created in the Ministry of Labour and Employment, and gender task forces were set up in all audited units to monitor the implementation of audit recommendations.

Moser, C. (2005) *An Introduction to Gender Audit Methodology: Its Design and Implementation in DFID Malawi*, London: Overseas Development Institute (ODI)

http://www.odi.org.uk/PPPG/publications/papers_reports/ODI_Moser_gender_audit_methodology.pdf?itemprcd=gender

This background paper outlines the methodology used during an audit of the UK Department for International Development's (DFID) gender equality and mainstreaming work in Malawi. The audit comprised both an internal organisational assessment and an external assessment of development objectives. The auditors examined policy papers, terms of reference, and project memorandums and communications, among other documents. Focus group discussions were also conducted on institutional and operational/programming gender mainstreaming issues. These were held with three groups: combined male and female UK staff, female Malawian staff, and male Malawian staff. In addition, self-assessment questionnaires, made up of 18 multiple choice and three open-ended questions, were administered to all staff to measure internal organisational change. The questionnaires covered both technical capacity and institutional culture. Questions included:

- Does DFID Malawi offer you enough opportunities to strengthen your knowledge of gender issues in your professional or technical area?
- How often do you integrate gender explicitly in your work?
- Does DFID Malawi have an active policy to promote gender equality and respect for diversity in decision-making, behaviour, work ethics, and so on? If so, how would you rate its effectiveness?

Lessons are drawn from DFID Malawi's experience, including the importance of obtaining political commitment and institutional 'buy-in', and the benefits of using a participatory approach. The importance of designing methodological tools to track gender issues in new aid modalities (see section 4.1 below) is also highlighted. If this does not happen, gender audits will remain little more than purely programmatic tools.

Evertzen, A. (2003) *Manual for the Gender Self-Assessment*, The Hague: SNV Gender and Development Training Centre

http://www.snvworld.org/irj/go/km/docs/SNVdocuments/Reference_Guide_Gender_Self-Assessment_Evertsen_2003.pdf

What contribution do you think SNV (Netherlands Development Organisation) makes to equal gender relations? This is just one of the many questions used to encourage SNV staff and partners to assess their own performance on gender. The questions are designed to enhance self-reflection and staff

ownership of efforts to promote women's empowerment and gender equality. On the basis of the assessment, teams of SNV and partners' staff formulate proposals for improvements that can be taken up in regular SNV planning processes. This manual discusses the nature and objectives of gender self-assessment and addresses some of the organisational issues around undertaking a gender self-assessment, such as the time and costs involved and the preparation of gender self-assessment team members. The core elements of the gender self-assessment checklist are outlined, as well as a Facilitator's Guide which outlines possible methods to use with participants in workshops. An updated *Gender Self-Assessment* reference guide (2004) is also available on CD-ROM in English, French, Spanish and Portuguese by e-mailing info@snvworld.org.

Daniel, P. (2002) 'Mainstreaming gender into NGO work: a case study from Nigeria', paper presented at the 8th Women's World Congress, Makerere University, Kampala, Uganda, 21-26 July

http://www.patriciadaniel.org.uk/MAINSTREAMING_GENDER.pdf

In October 2000, staff from CRUDAN (the Christian Rural and Urban Development Association of Nigeria) attended a workshop, held as part of a broader effort to integrate a gender perspective into CRUDAN's work. A checklist for measuring gender equality in organisations was drawn up at the workshop, and was later simplified to make it easier for member organisations to use. The checklist is presented below:

Checklist: CRUDAN Indicators For A Gender Equal Organisation

Staff

1. The staff have on-going capacity building on gender issues.
2. The staff have an understanding of gender issues and are able to implement gender sensitive policies.
3. Perceptions and attitudes of staff towards women are sensitive and positive.

Employment processes

4. There is gender balance in employment of staff.
5. Recruitment procedures enable women as well as men to apply.
6. Opportunities for promotion enable both women and men to progress within the organisation.
7. Women occupy positions of equality in the organisation and the tasks and responsibilities assigned to them reflect this.

Organisational structure

8. The organisation is family friendly as regards working hours and conditions of service.
9. Management and communication styles enable both women and men to participate equally.
10. The formal and informal communication networks include both women and men equally.
11. The organisation's values are gender sensitive.
12. The leadership is committed to gender issues.

Decision making

13. There is a gender balance among those involved in planning and decision making for the organisation.
14. The men to women ratio in the Board of Trustees is balanced.
15. Both men and women have access to and control of organisational resources.
16. Can a woman become Chair?

General situation

17. There are planned programmes targeted on gender equality eg
 - Gender awareness programmes for the community
 - Adult literacy for women
 - Special programmes for women.
18. The organisational constraints and opportunities for implementing a gender sensitive programme have been explored.

Membership

19. Membership is open to both men and women where applicable (i.e. not in a women's group).
20. There is gender balance among the membership.

Documentation

21. The organisation's literature uses gender-neutral language and images, which promote gender equality.

(Daniel, P. 2002: 15)

4.2 The new aid architecture

UNIFEM (2006) 'Promoting Gender Equality in New Aid Modalities and Partnerships', UNIFEM discussion paper, New York: UNIFEM (in English ; summary version in Spanish)

http://www.idrc.ca/uploads/user-S/11429447581PromotingGenderEqualityInNewAidModalities_eng.pdf (English)

A full conference report is available at:

http://www.unifem.org/attachments/events/UNIFEM-EC_Conference_Report.pdf.

A summarised version of the conference report in Spanish is available at:

<http://www.mujereshoy.com/secciones/3450.shtml>.

As efforts intensify to meet the Millennium Development Goals (MDGs) by 2015, developed and developing countries have committed themselves to new partnerships and aid modalities. This new aid architecture is designed to align aid to nationally-determined development priorities, to pool diverse aid sources into direct support to the national budget or to particular sectors, and to ensure greater stability in aid flows. The tracking of results-based aid at the country level is to be carried out through transparent and monitorable country performance assessment frameworks. However, none of the assessment tools incorporate elements to monitor gender and social equity. Acknowledgement of

the limitations of the indicators that are currently in place does, however, open up opportunities to incorporate gender equality into the indicators of good performance. For example, gender-sensitive indicators can be introduced in country policy matrices and poverty reduction strategy frameworks, and can also be introduced within budget frameworks. This paper proposes that, to support gender equality, the new aid architecture should include accountability systems for governments and donors to track their contributions to gender equality. Gender-sensitive progress assessments, performance monitoring and indicators for aid effectiveness are also recommended. This paper came out of a November 2005 international consultation in Brussels organised by UNIFEM and the European Commission.

Van Reisen, M. (2005) *Accountability Upside Down: Gender Equality in a Partnership for Poverty Eradication*, Brussels: Eurostep and Montevideo: Social Watch, p. 41–47

http://www.socialwatch.org/en/informelImpreso/images/otrasPublicaciones/Unifem_OECD_RV.pdf

Until recently, projects or programmes were the principal mechanism through which donors provided development assistance to partner countries. Yet, with the introduction of new aid mechanisms, donor funds are increasingly being channelled to partner governments through direct budget support. This makes it increasingly difficult to track how much money is being spent on the promotion of gender equality in any given country. While traditional mechanisms for evaluating the impact of development aid on gender equality goals focused mainly on the extent to which programmes support activities to advance gender equality, these changes in the allocation of development aid require more results-based evaluation. Based on a sample of nine bilateral donors, this report demonstrates how inadequately gender is included in country programming and argues that there is an almost total absence of mechanisms for monitoring results or for evaluating if there has been any impact on gender equality goals. As one potential solution, this report presents a Gender Equality Index developed by Social Watch, which allows the measurement of progress or regression in gender equality in any one country.

5. MEASURING THE DIFFICULT TO MEASURE

5.1 Poverty

Chant, S. (2006) 'Re-thinking the "Feminization of Poverty" in relation to aggregate gender indices', *Journal of Human Development*, Vol. 7, No. 2, London: Routledge

http://personal.lse.ac.uk/chant/chantpdfs/Chant_JHD_PDF.pdf

This paper recognises that the United Nations Development Programme's indicators – the Gender-related Development Index (GDI) and the Gender Empowerment Measure (GEM) (see section 6.2) – do not adequately measure the gendered dimensions of poverty, and suggests ways to work towards aggregate indices that are more sensitive to gender gaps in poverty. A critical step towards enhancing understanding of the gendered dimensions of poverty would be to collect data not only on what women and men in poor households earn (or manage or have access to), but what they *spend* their money on, and the extent to which different incomes are devoted to collective basic household needs, to investments in other household members and/or are reserved for personal expenditure. To improve measurement and indicators of poverty we also need to eliminate the largely unsupported assertion that female-headed households are the 'poorest of the poor'. While household headship should be retained as a differentiating element within any index of gender inequality, it would be useful to disaggregate female heads of households according to stage in the life course, marital and fertility status, and so on. To go beyond the GDI and GEM, the paper suggests creating a dedicated Gendered Poverty Index (GPI), based on time-use (labour inputs versus leisure/rest time), the value of labour inputs (in the paid and unpaid sector) versus earnings, and different expenditure and consumption patterns of women and men. (For information on the GDI and GEM, see section 6.2.)

Blackden, M. and Wodon, Q. (eds) (2005) *Gender, Time Use, and Poverty in sub-Saharan Africa*, World Bank Working Paper No. 73, Washington, DC: The World Bank

[http://www.countryanalyticwork.net/caw/cawdoclib.nsf/viewSearchableDocumentsAgency/2A9872108C1608388525714D004EC097/\\$file/AFR+Gender+and+Poverty.pdf](http://www.countryanalyticwork.net/caw/cawdoclib.nsf/viewSearchableDocumentsAgency/2A9872108C1608388525714D004EC097/$file/AFR+Gender+and+Poverty.pdf)

It is not always clear what is meant by 'time poverty', nor how time poverty is measured. Time poverty can be understood as the fact that some people, most often women, do not have enough time for rest and leisure after taking into account the time they spend working, whether in the labour market, for domestic work, or for activities such as fetching water and wood. The papers in this volume review the available literature and surveys on time use in Africa, and use tools and approaches drawn from the analysis of consumption-based poverty to examine linkages between time poverty, consumption poverty, and other dimensions of development in Africa such as education and child labour. It provides guidance on how to measure time poverty, drawing on an illustration from Guinea. The indicator used to determine who is 'time poor' is the total amount of time spent by individuals working in the labour market, in domestic chores, in collecting water and wood and in helping other households.

Gammage, S. (2006) *A Menu of Options for Intra-household Poverty Assessment*, Washington, DC: United States Agency for International Development

http://pdf.usaid.gov/pdf_docs/PNADH568.pdf

Most measures of household poverty, based on income and consumption, assume that all resources that enter the household are shared equally by household members. Yet, in reality, some members may be relatively more privileged than others, commanding more income and accessing greater consumption opportunities. Often it is women, children and the elderly who are most disproportionately affected. This report undertakes a selective review of intra-household inequality, focusing explicitly on the implications for poverty measurement. It also provides recommendations for further research into new tools and pilot-testing to develop such tools. One suggestion is to integrate a number of questions into existing Poverty Assessment Tools questionnaires that ask explicitly about pooled or separate budgets and spheres of activity. For example:

- Do the principal income earners control the income they generate?
- Do women/men control the income they generate? If so, what do they typically spend it on?
- Do women have access to all of the cash income generated by men in the household? If not, to what percentage do they have access?

Another suggestion is to collect data to track who owns and controls key assets. This would also allow for a more detailed and disaggregated picture of individual vulnerability to poverty.

For information on measuring unpaid care work, see section 7.2.

5.2 Empowerment

Pradhan, B. (2003) *Measuring Empowerment: A Methodological Approach*, Society for International Development, Basingstoke: Palgrave Macmillan

The publication can be purchased at:

<http://direct.bl.uk/bld/PlaceOrder.do?UIN=131040805&ETOC=RN>

Alternatively hard copies are available from the British Library of Development Studies (BLDS) which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>.

How do we decide how empowered a woman or group of women are? Do frequently used socio-economic indicators such as education, income, and labour force participation adequately capture women's 'empowerment'? This paper argues that while these quantitative socio-economic measures of empowerment are useful indicators, they are not sensitive enough to capture the nuances of gender power relations. This is because quantitative methods alone are unable to capture the interactive processes through which those in a weaker position strategise ways of gaining from unequal relationships in order to, for example, secure better nutritional status, raise their age at marriage, have fewer children, access health services and better living conditions, and reduce their work burden. In

order to understand the socio-cultural context within which women's behaviour in social interaction and gender relationships takes place, qualitative methods are needed.

See section 2.3.3 of the *Overview Report* for more information on qualitative methodologies.

Alsop, R. and Heinsohn, N. (2005) *Measuring Empowerment in Practice: Structuring Analysis and Framing Indicators*, World Bank Policy Research Working Paper 3510, Washington, DC: The World Bank

http://siteresources.worldbank.org/INTEMPowerment/Resources/41307_wps3510.pdf

The definition of empowerment used in this paper is a person's capacity to make choices and transform these choices into desired actions and outcomes. The extent to which a person is empowered is influenced by personal agency (the capacity to make a purposive choice) and opportunity structure (the institutional context in which choice is made). To measure degrees of empowerment, various indicators are suggested: for agency, asset endowments – psychological, informational, organisational, material, social, financial or human; for opportunity structure, the presence and operation of formal and informal institutions, including the laws, regulatory frameworks, and norms governing behaviour. To illustrate how this analytical framework can be used in practice, the paper describes how the framework guided analysis in development interventions in Ethiopia, Nepal, Honduras and Mexico. It also presents a draft module for measuring empowerment at the country level. The module can be used alone or be integrated into country-level poverty or governance monitoring systems that seek to add an empowerment dimension to their analysis.

Malhotra, A., Schuler, S.R. and Boender, C. (2002) *Women's Empowerment as a Variable in International Development*, Washington, DC: The World Bank

http://www.icrw.org/docs/MeasuringEmpowerment_workingpaper_802.doc

Measuring 'empowerment' depends on the establishment of universal standards (such as human rights), but at the same time it must allow for indicators which are sensitive to context. Further difficulties arise from the need to measure empowerment as a *process* as opposed to a fixed condition or outcome. Challenges to measuring empowerment, such as these, are discussed in this paper – alongside examples of how empowerment has been measured empirically at different levels. Recommendations emphasise the need for more coordinated efforts at data collection. For example, the process component of women's empowerment cannot be effectively captured without the availability of data across time. At the aggregate level, a broader range of more sophisticated, gender-disaggregated data is needed with regard to the labour force, market conditions, legal and political rights, and political and social processes. At the household level, data needs to be more frequently collected for important but relatively under-utilised indicators such as time use or violence against women.

**Mosedale, S. (2005) 'Strategic Impact Inquiry on Women's Empowerment: Report of Year 1',
Atlanta: CARE**

www.enterprise-impact.org.uk/pdf/StrategicImpactInquiryonWomensEmpowerment.pdf

This report presents the findings from the first year of CARE's Strategic Impact Inquiry into Women's Empowerment. One striking result of the inquiry was the general lack of attention within CARE to defining what is *meant* by women's empowerment. To address this, CARE's Impact Measurement and Learning Team (IMLT) constructed a Global Framework for Women's Empowerment which identified 23 dimensions of women's empowerment and grouped them into three categories – agency, structural and relational. 'Agency' was broadly seen as relating to action and choice, and to the resources that individuals and groups could draw on when taking action. The dimensions included under 'agency' were self-esteem, education, mobility and bodily integrity, among others. Under 'structure' were characteristics of the wider environment – dimensions such as citizenship, access to rights and justice, and access to markets and political representation. The 'relational' category focused on the norms that guide 'legitimate' social relations, such as attitudes towards negotiation of household income or tasks.

The IMLT did not attempt to prescribe the meaning of empowerment, however. Instead, local staff and programme participants were encouraged to define women's empowerment themselves, selecting dimensions from the global framework as they saw fit and choosing their own, locally relevant indicators to measure change. In Ecuador, for example, where CARE conducted an assessment of a project with women who lived in and made their living from a municipal dump, the research team used women's stories and reflections to identify nine key indicators of empowerment. These are outlined in the box below:

CARE's indicators of empowerment in Ecuador

- Self-confidence: *'Now I talk and participate in meetings. Before I never would have.'*
- Consciousness of having made an effort: *'I work hours and hours and hours. It never stops. Carrying the cardboard is tough work.'*
- Access to material resources: *'Improving my income allowed me to better plan. I purchased rice for the entire month.'*
- Relationships with spouse and family: *'Before, my husband did not participate in the recycling. Now he is my companion on the streets.'*
- Feeling of deserving a better life: *'I would like to learn to read and write.'*
- Expressing feelings: *'I would like my family to help me with household chores.'*
- Decision-making: *'My husband and I now make decisions together after we talk them over.'*
- Relationships with other organisations: *'We now have contracts with the municipality.'*
- Relationships within the women's own recycling corporations: *'Some women make a problem out of everything. But at least we can talk.'*

(Mosedale, S. 2005)

5.3 Gender-based violence

UNIFEM (2006) *Uncounted and Discounted: a Secondary Data Research Project on Violence against Women in Afghanistan*, New York: UNIFEM

http://afghanistan.unifem.org/PDF_Documents/Uncounted%20_Discounted.pdf

To date there has been little research regarding the nature and extent of violence against women in Afghanistan. To address this gap, UNIFEM Afghanistan analysed data collected by service organisations and agencies working throughout the country. Through this process, UNIFEM sought to establish a baseline against which to measure future data on violence against women; gain an insight into organisations' existing capacities to accurately collect data on violence against women; and identify how these measures could be improved. The study demonstrates that details about victims, perpetrators, occurrence rates, and weapons used were mostly unavailable. This information is required to determine appropriate policies and to conduct successful campaigns on violence against women. Recommendations include:

- Develop a standard form to ensure that all appropriate details on violence against women are collected;
- Set up one central agency in charge of tracking cases;
- Collect sex-disaggregated data to determine the manner in which violence affects men, women and juveniles – not only those who suffer the violence themselves.

United Nations High Commissioner for Refugees (UNHCR) (2003) 'Chapter 7: Monitoring and evaluation' in *Sexual and gender-based violence against refugees, returnees and internally displaced persons: guidelines for prevention and response*, Geneva: UNHCR

<http://www.unhcr.org/cgi-bin/texis/vtx/protect/opendoc.pdf?tbl=PROTECTION&id=3f696bcc4>

This chapter discusses monitoring and evaluation of actions designed to protect against sexual and gender-based violence against refugees and internally displaced persons. It outlines six actions that should guide the development of a monitoring or evaluation system. One step is to establish coordinated and common reporting tools. Sample reporting tools include the Incident Report Form, designed to record incidents of sexual and gender-based violence, and the Monthly Sexual and Gender-Based Violence Report Form, designed to track changes in the environment that affect the incidence of sexual and gender-based violence. Monthly Report Forms may include information on the total number of incidents reported; the types of sexual and gender-based violence perpetrated; the number, age and sex of victims/survivors and perpetrators; and the numbers of rape victims/survivors receiving health care within two days of the incident. The Sexual and Gender-Based Violence Report Rate is also explained, as the number of all sexual and gender-based violence incident reports received in any given period as compared to the total population. See the appendix for the Incident Report Form and Monthly Reporting Form in full.

5.4 Conflict

Schmeidl, S. with Piza-Lopez, E. (2002) *Gender and Conflict Early Warning: A Framework for Action*, London: International Alert and Bern: Swiss Peace Foundation

<http://www.international-alert.org/publications/getdata.php?doctype=Pdf&id=80>

Early warning systems are playing an ever more crucial role in identifying areas at risk of violent conflict. This paper presents an initial framework on how to engender early warning systems and proposes a list of gender-sensitive early warning indicators to better ensure that previously overlooked signs of instability are taken into account. Examples are given of gender-sensitive indicators to measure the root causes of conflict. For example, research suggests that states with a low percentage of women in parliament are more likely to use military violence to settle disputes. Gender-sensitive proximate (medium-term) indicators are also presented. Rising aggression in society as it prepares for war might be expressed by aggression at a domestic level, for example, experienced by women, girls and boys. One example was the rising levels of domestic violence observed in Ethiopia prior to the outbreak of war with Eritrea.

Moser, A. (2006) *Engendering Conflict Early Warning: Lessons from UNIFEM's Solomon Islands Gendered Conflict Early Warning Project*, New York: UNIFEM

http://www.unifem.org.au/pdfs/engendering_conflict_early_warning_lessons_from_unifem's_solomon_islands_gendered_conflict_early_warning_project.pdf

Conflict early warning is the systematic collection and analysis of information from areas of crisis to anticipate the escalation of armed conflict. To date, conflict early warning systems have largely ignored gender issues – despite both the Beijing Platform for Action and the United Nations Security Council Resolution 1325 calling for increased roles for women in conflict prevention and peace building. UNIFEM's Monitoring Peace and Conflict Using Gendered Early Warning Indicators project in the Solomon Islands was designed to fill this gap. Indicators were developed in consultation with partners and representatives from other organisations in the Solomon Islands, and other standard early warning and gender-sensitive indicators were incorporated into this local set. The indicators were then pre-tested in communities to assess their relevance. After the first round of data collection, the indicators were reassessed, with one removed and others added. The box below provides examples of some of the indicators used in the project, and their relevance to the local conflict.

Examples of UNIFEM's Gender-Sensitive Early Warning Indicators

Avoidance of markets/gardens due to fear: It is generally women who walk to remote gardens or take produce to markets. During the tensions women were too afraid to carry out this work, which in turn reduced food security and cash income.

Fear of reprisal from prisoners: This was an issue highlighted by women, providing evidence that they were being threatened and subjected to retribution from men released from prison over tension-related crimes.

Incidence of rape: This included the high incidence of rape which women and girls suffered both during the tensions and well after the peace agreement.

Domestic abuse: Anecdotal evidence suggests that the rate of domestic abuse climbed dramatically during and after the tensions.

Marriage break-ups: The incidence of marriage break-ups rose significantly during the tensions, associated with alcohol abuse and with the increasing 'culture of O2s' (second wives or mistresses). This was perceived as a high-risk indicator by women, but not by men.

(Moser, A. 2006: 5)

Indicator data was collected at six-month intervals using three different instruments: national surveys conducted among 'experts' at the national level; community surveys; and self-monitoring templates completed by the male and female project participants trained in monitoring peace and conflict indicators. Focus groups were also carried out to generate more qualitative data. The results for each indicator were averaged and converted to a colour-coded 'risk level', with red indicating high risk, yellow indicating medium risk, and green indicating low risk. Trend data was also calculated to show increasing or decreasing levels of peace or conflict over time. Male and female responses were disaggregated to highlight any differences between women's and men's perspectives of conflict and peace issues, which proved a very successful strategy for enabling gender analysis of indicators which were not explicitly gender-related. Both quantitative and qualitative data fed into Gendered Conflict Early Warning Reports, which were targeted towards a local audience using appropriate language, and included 'response options' developed for the community level.

6. MEASURING IN OTHER SECTORS

6.1 Governance

UNIFEM (2002) 'Gender Equality and the Millennium Development Goals: Innovations in Measuring and Monitoring' in *Progress of the World's Women 2002 Volume 2: Gender Equality and the Millennium Development Goals* New York: UNIFEM

http://www.unifem.org/attachments/products/09_section02.pdf

This short section of the *Progress of the World's Women* takes stock of the MDGs and associated monitoring work to date, including examples of where organisations have identified, constructed and used additional indicators to measure women's status.

In Chile, for example, women's civil society organisations have used gender-sensitive indicators to lobby their government to fulfil its commitments on gender issues, with positive outcomes. With support from FLASCO (Facultad Latinoamericana de Ciencias Sociales) and UNIFEM, women's organisations in a number of Latin American countries developed 'Indices of Fulfilled Commitments' around three thematic areas: citizens' participation and access to power; economic autonomy and employment; and women's health and reproductive rights. Government commitments to women from UN conferences and in national plans of action were assigned targets and indicators, and these were measured and weighted to produce indices of the degree of fulfilment to date. In Chile, the Grupo Iniciativa Mujeres brought the results to the attention of women leaders, parliamentarians, ministers and officials, and launched a publicity campaign in the press. As a result, the following changes were made in government programmes:

- Quotas were introduced to increase the amount of credit given to rural women.
- Quotas were introduced to increase the number of women receiving tax-exempt skills-training.
- Legislative changes were made to allow voluntary sterilisation.

Scott, C. and Wilde, A. (2006) *Measuring Democratic Governance: a Framework for Selecting Pro-poor and Gender Sensitive Indicators*, New York: UNDP

<http://www.undp.org/oslocentre/docs06/Framework%20paper%20-%20entire%20paper.pdf>

This paper presents a framework for generating pro-poor gender-sensitive indicators to assist policymakers in monitoring and evaluating democratic governance at the country level. The framework is applied to seven areas of democratic governance: parliamentary development; electoral systems and processes; human rights; justice; access to information and the media; decentralisation and local governance; and public administration reform and anti-corruption efforts. After defining the scope of each area of governance, a set of key questions is presented, followed by a pair of indicator matrices. The first matrix provides examples of pro-poor indicators, while the second matrix suggests gender-sensitive indicators. For example, the questions below are designed to reveal some of the challenges which prohibit women and poor people from exercising their right to vote:

- What proportion of men and women in poor households who are eligible to vote have registered as voters?
- What are the costs of voting faced by men and women in poor households, for example, the time it takes to get to voting booths, transport costs, intimidation, and lack of security, and how may these be reduced?

Potential gender-sensitive indicators are also outlined, including: voter turnout among registered females in poor districts; expenditure on special programmes in civic and voter education targeted at women; prevalence of women in poor districts indicating that it was common for women to vote as instructed by their father, husband or other male figure; and the percentage of seats in national parliament reserved for women.

For more information on UNDP's Gender Sensitive and Pro-Poor Democratic Governance Indicators project, see its accompanying fact sheet: UNDP (2005) *UNDP project on Pro-Poor and Gender Sensitive Governance Indicators for Policy Reform: Framework for Piloting*, New York: UNDP, <http://www.undp.org/oslocentre/docs06/Framework%20for%20piloting.pdf>. Additional documents on UNDP's Governance Indicators Project are available at: http://www.undp.org/oslocentre/flagship/governance_indicators_project.html.

Economic Commission for Latin America and the Caribbean (ECLAC) (1999) *Participation and Leadership in Latin America and the Caribbean: Gender Indicators*, Santiago: ECLAC (English and Spanish)

<http://www.eclac.cl/publicaciones/xml/2/4792/lcl1302i.pdf> (English)

<http://www.eclac.cl/publicaciones/xml/3/4323/lcl1302e.pdf> (Spanish)

The Beijing Platform for Action stipulates that countries are obliged to monitor and evaluate progress in improving the representation and participation of women at all levels of decision-making, both inside and outside of government. In light of this, the Economic Commission for Latin America and the Caribbean (ECLAC) and other governmental and non-governmental organisations have developed indicators for use in evaluating women's participation in the Latin America and Caribbean region. The indicators are divided into two main categories. 'Indicators of political will' are mainly qualitative measures that show the extent to which governments are committed to gender equity, such as the establishment of governmental mechanisms for the advancement of women and the development of specific policies aimed at ensuring equal opportunities for women. 'Result indicators' are quantitative indicators designed to measure the consequences of different processes or actions in relation to a specific target, such as the presence of women on the governing bodies of trade union confederations, cooperatives, and professional associations. Findings show that even though women in the region have been steadily entering the labour market and other areas of public life, their new role is principally a subordinate one and does not extend to the political and social spheres where power is exercised.

6.2 Education

Unterhalter, E., Challender, C. and Rajagopalan, R. (2005) 'Measuring gender equality in education', in Aikman, S. and Unterhalter, E (eds) *Beyond Access: Transforming Policy and Practice for Gender Equality in Education*, Oxford: Oxfam GB

http://www.oxfam.org.uk/what_we_do/resources/downloads/BA_5.pdf

This chapter critically reviews existing measures of gender equality in education used by international agencies and governments – mainly based on school enrolment rates – and proposes alternative forms of measurement. For example, enrolment rates tell us nothing about gender equality in relation to school attendance rates, progression through school, or levels of achievement. Nor do they give any indication of girls' experience of gendered power relations in school. In South Africa, for example, while there are high levels of gender equality in access to education and progression through school, this is coupled with severe rates of sexual harassment and violence towards girls, as well as discrimination towards female teachers. Ensuring that more girls are able to go to school is not enough. We need to ensure that once in school, girls and boys both receive a good-quality and gender-equitable education. How can we develop alternative forms of measurement that go beyond mere statistics about access?

Bearing these issues in mind, Oxfam's Beyond Access: Gender Education and Development project developed a scorecard for measuring gender equality in education: the Gender Equality in Education Index (GEEI). The GEEI puts together data gathered by UNICEF on girls' attendance at school; data by UNESCO on girls' achievement in primary school and access to secondary school; and data from UNDP's Gender-related Development Index (GDI). It includes not only the *numbers* of girls who attend and remain in primary school, but also an assessment of whether these girls are able to translate that attendance and retention into future secondary schooling, healthy lives, and reasonable incomes.

(See also section 7.1 on the Millennium Development Goals, which includes information on the UN Task Force on Education and Gender Equality).

6.3 Information and Communications Technologies

APC WNSP (2002) 'Gender Evaluation Methodology (GEM)', Melville: the Association for Progressive Communications' Women's Networking Support Programme (APC WNSP), Ottawa: International Development Research Centre (IDRC), New York: UNIFEM and London: the UK Department for International Development (DFID) (English and Spanish; Manual in French and Portuguese)

<http://www.apcwomen.org/gem/home.htm> (English)

<http://www.apcwomen.org/gem/esp/home.htm> (Spanish)

http://www.apcwomen.org/gem/pdf/Version_PDF_ISBN_Frances.pdf (French – Manual only)

<http://www.apcwomen.org/gem/pdf/GEMPORTUGUES.pdf> (Portuguese – Manual only)

How can the Gender Evaluation Methodology (GEM) be used to determine whether information and communications technologies (ICTs) are really improving women's lives? GEM is a toolkit for

incorporating a gender analysis into evaluations of ICT projects. This evaluation tool targets ICT practitioners who have a commitment to gender equality and who are searching for appropriate gender analysis tools and frameworks for their ICT initiatives. The toolkit comprises four main sections: an overview of the evaluation process; strategies for integrating a gender analysis into all stages of planning an ICT project evaluation; instructions for designing a gender-sensitive information-gathering strategy and for reporting on the findings; and suggested follow-up on the results of a gender-sensitive evaluation. GEM also contains concept documents, reference documents, bibliographies, links and a glossary. The kit was field-tested in Latin America, Asia, Africa and Europe and revised based on feedback from the testing phase.

Mottin-Sylla, M. (2005) *The Gender Digital Divide in Francophone Africa: a Worrying Truth, Gender and Information and Communications Technology (ICT) Network, Studies and Research: 244, Dakar: Enda Tiers Monde (French)*

<http://www.famafrique.org/regentic/indifract/fracturenumeriquedegenre.pdf>

In Benin, Burkina Faso, Cameroon, Mali, Mauritania and Senegal, women are one third less likely than men to benefit from the advantages of the information society. This is according to a study undertaken in 2004-2005 by the Gender and ICT Network. As ICTs are regarded as essential tools for poverty reduction, political actions are needed to ensure that the ICT sector benefits men and women equitably. This research has produced a composite indicator to measure gender disparities in the access, use and mastery of three strategic ICTs: computers, the internet and mobile phones. The composite indicator was formed from 18 indicators grouped into 4 components – decision-making and policy, content, skills, and connectivity. After producing the composite indicator, the team gathered the data needed through context-specific studies in each of the six countries involved. The results show that the gender digital divide is a worrying reality, particularly in terms of women's participation in decision-making and policy, content and skills. Only young girls educated to the secondary school level escape these gender disparities, but they still occupy only a secondary role as consumers and 'helping hands' in the information society. (Summary adapted from abstract. Title in French: Fracture numérique de genre en Afrique francophone : une inquiétante réalité.)

6.4 Health – including sexual and reproductive health and rights

Ford Foundation and IPPF/WHR (2002) *Critical Areas, Issues and Topics in Sexual and Reproductive Health Indicator Development: An Annotated Bibliography, New York: Ford Foundation*

http://www.ippfwhr.org/publications/download/monographs/srh_indicators_eng.pdf

Although numerous indicators have been developed for measuring sexual and reproductive health (SRH) programme performance, there has been no international consensus regarding the most *relevant* indicators. In response, the Ford Foundation's Reproductive Health Affinity Group (RHAG) formed an Indicators Committee to address the shortcomings of existing indicators used to measure

progress in the area of sexual and reproductive health and rights (SRHR). This Indicators Inventory reviews the initiatives of major international organisations, both governmental and non-governmental, as well as those of local NGOs, in the area of SRH indicator development. It provides a review of sources of indicators for measuring aspects of SRH, including general compendiums of indicators covering multiple areas, as well as references for the following specific areas: family planning, safe motherhood, abortion and post-abortion care, reproductive tract infections and sexually transmitted infections, HIV/AIDS, youth SRH, male involvement in SRH, and sexuality. It also reviews sources of indicators for measuring women's empowerment in the areas of: gender equity, rights, education, and violence against women.

International Community of Women Living with HIV/AIDS (ICW) and Support to the International Partnership against AIDS in Africa (SIPAA) (2005) *Positive Women Monitoring Change: A Monitoring Tool on Access to Care, Treatment and Support; Sexual and Reproductive Health and Rights; and Violence against Women Created by and for Women Living with HIV and AIDS*, London: ICW

<http://www.icw.org/files/monitoringchangetool-designed.doc>

How can we measure progress on government commitments to positive change for HIV positive women? Fed up with being approached by researchers but never seeing the results, HIV positive women in Lesotho and Swaziland devised a tool that they themselves could use with other HIV positive women to monitor access to care, treatment and support (ACTS); sexual and reproductive health and rights (SRHR); and violence against women (VAW). The tool is comprised of three sections which address each of these issues in turn. Each section contains:

- Questions for HIV positive women, e.g. How far away is your nearest care and treatment service? As an HIV positive woman, do you think you have the right to have (more) children?
- Questions for service providers, e.g. How do you ensure confidentiality for HIV positive service users? What procedure do you follow if an HIV positive woman comes to report a violent incident?
- Questions for government, e.g. What is the budget for HIV positive women's access to care, treatment and support within the annual budget? How are HIV positive women involved in the consultation, design and implementation of all relevant policies and legislation?

The tool provides a useful framework for bringing diverse groups together – HIV positive women, health providers and government officials – and to aid the latter two groups to think critically about the impact of their actions on HIV positive women. It also provides a valuable opportunity to reduce the isolation faced by the women living with HIV and AIDS, as well as being a chance to highlight issues that often get sidelined in work on HIV. The tool has been adapted for a number of research and monitoring programmes, for example:

- Sexual and reproductive rights in South Africa, Namibia and Botswana;
- Access to care, treatment and support in Namibia, Tanzania and Kenya;
- Training on monitoring and advocacy with HIV positive Swazi women.

IPPF/WHR (2002) *HIV/Gender Continuum*, New York: IPPF/WHR (English, French, Portuguese and Spanish)

http://www.ippfwhr.org/publications/download/monographs/gender_continuum.pdf (English)

http://www.ippfwhr.org/publications/download/monographs/gender_continuum_fren.pdf (French)

http://www.ippfwhr.org/publications/download/monographs/gender_continuum_port.pdf (Portuguese)

http://www.ippfwhr.org/publications/download/monographs/gender_continuum_span.pdf (Spanish)

How gender-sensitive are your HIV and family planning services? Use IPPF/WHR's HIV/Gender Continuum to find out. IPPF has developed this tool to help investigate how responsive an organisation's services and programmes are to gender issues related to HIV prevention within an overall rights-based approach to sexual and reproductive health (SRH). As SRH organisations begin to speak with family planning clients about HIV prevention they can evaluate specific issues, including the following:

- Do their programmes address vulnerability to HIV by examining the social forces – as well as the biological factors – that predispose women to risk for HIV?
- Do their programmes assess and respond to women's needs for negotiation and decision-making skills as they relate to condom use?
- Do providers and counsellors make explicit the connections between HIV and gender-based violence?
- Do providers and counsellors link women, programmes and services with other groups that work in related areas of women's rights?

This tool helps organisations to score their services from zero to five to determine their gender sensitivity. A score of zero or one indicates a non-gender-sensitive programme, which, for example, exploits traditional gender roles, such as female passivity to convince a partner to use a condom. A score of two or three indicates a somewhat gender-sensitive programme, which, for example, teaches condom negotiation skills, recognising that women often do not have the power to insist on its use. Programmes scoring four or five are ideal gender-sensitive programmes, which may help women recognise and overcome gender-based abuse and power imbalances that affect their ability to make decisions and take actions to protect themselves from HIV and other harmful consequences.

IPPF/WHR (2000) *Manual for Evaluating Quality of Care from a Gender Perspective*, New York: IPPF/WHR (English and Spanish)

http://www.ippfwhr.org/publications/download/monographs/qoc_gender_e.asp (English)

http://www.ippfwhr.org/publications/download/monographs/qoc_gender_s.asp (Spanish)

This manual is designed for reproductive health institutions that want to assess the quality of care of their services and programmes from a broad gender perspective. It proposes an evaluation methodology based on observation of the physical aspects of the clinic; client entry observations; observations of consultations or counselling of clients; client exit interviews, service provider interviews and a document review. The methodology was pilot-tested in Colombia, the Dominican Republic and Peru. Findings revealed, among other things, that information on breast and cervical cancer is not always provided in consultations and counselling sessions; clients are not asked about satisfaction with their sex lives; knowledge and promotion of dual contraceptive methods (which protect against both pregnancy and sexually transmitted infections, such as condoms) is not widespread among service providers; and service providers and counsellors are not trained on how to handle cases of domestic violence and abuse. Recommendations include: train all service providers in the identification and referral or treatment of domestic violence and abuse cases; incorporate questions on gender violence into the client history forms and management information system; and educate clients about their sexual and reproductive rights as well as their rights as clients.

Yinger, N. with Peterson, A., Avni, M., Gay, J., Firestone, R., Hardee, K., Murphy, E., Herstad, B. and Johnson-Welch, C. (2002) *A Framework to Identify Gender Indicators for Reproductive Health and Nutrition Programming*, Washington, DC: Population Resource Bureau, Interagency Gender Working Group, Subcommittee on Research and Indicators

<http://www.prb.org/pdf/FrameworkIdentGendrIndic.pdf>

This paper introduces a framework which uses a three-step process to incorporate gender into population, health and nutrition (PHN) programming:

- Identify the gender-related obstacles to, and opportunities for, achieving a particular objective – such as reducing unintended pregnancy – in a particular setting;
- Include or adapt activities aimed at reducing those gender-related obstacles; and
- Add indicators to monitoring and evaluation plans to measure the success of the activities designed to mitigate gender-related obstacles.

Aimed at programme planners, the focus of the framework is at the level of interventions rather than focusing on changes in behaviour or health status at the population level. For example:

Objective	Gender-related obstacle to achieving the objective	Activities that address the obstacles	Indicators to measure success of the gender-related activities	Data sources
Reduce unintended pregnancy	Women cannot successfully negotiate family planning use because it is culturally inappropriate for them to discuss sexual issues with providers or partners	1) Training of service providers to address issues of sexuality in counselling sessions with both men and women; 2) Information, education, communication and participatory interventions to help clients discuss sensitive issues and communicate with their partners	1) Change in providers' counselling content, style, and ability; 2) Change in individuals' attitudes and behaviours	Pre- and post-training observations; attitudinal surveys at clinic; qualitative interviews with women and men

(Yinger, N. with Peterson, A., Avni, M., Gay, J., Firestone, R., Hardee, K., Murphy, E., Herstad, B. and Johnson-Welch, C. 2002: 8)

Galvez Perez, T. (2003) *Indicadores de Género en la Salud Monitoreo en Chile (Monitoring Gender Indicators in Health in Chile)*, Washington, DC: PAHO/WHO (Spanish only)

http://www.siyanda.org/docs/Galvez_Perez_indicadores.doc

How can we monitor progress in reducing health inequalities between men and women in Chile? This document proposes a set of indicators for this purpose. At a Pan American Health Organization/World Health Organization (PAHO/WHO) workshop on gender, equity and health reform in Chile, priority issues for tackling gender inequalities in health were identified by civil society members. These included: sexual and reproductive health; gender-based violence; mental health; health and work; and health service systems. This paper is structured around these issues and identifies for each issue the prohibiting factors that, from a gender perspective, require improvement and further monitoring. Progress indicators are used to monitor the changes needed to reach certain goals; whilst impact indicators are used to monitor changes in outcomes. For gender-based violence, for example, the rate of complaints of domestic violence was one of the indicators used to monitor progress – with the goal being for rates of complaints to increase until they reach the real estimated levels of violence as determined by surveys. By contrast, impact was measured by changes in the percentage of women abused by a spouse or partner. Indicators used by organisations such as the Latin American and Caribbean Women's Health Network (LACWHN), the Chilean Women's Initiative Group (Grupo Iniciativa Mujeres, GIM) and international agencies such as ECLAC and PAHO are also included. Finally, there is a synthesis of all the indicators presented as an indicator matrix.

Further work in more recent years has produced reports and a set of more finalised indicators. They are all available in Spanish only from the website of the Observatory of Gender Equity in Health (Observatorio de equidad de género en salud). For more information please refer to the section on International and Regional Databases of Gender Statistics.

6.5 Agriculture and natural resources

Aguilar, L. (2004) *Gender Indicators*, Gland: IUCN, The World Conservation Union (English and Spanish)

http://www.generoyambiente.org/admin/admin_biblioteca/documentos/Gender%20Indicators.pdf
(English)

<http://www.radiofeminista.net/nov04/notas/indicadores.htm> (Spanish)

Gender equity indicators measure conditions or situations that affect men and women differently; signal changes in power relations between women and men over time; determine access, use and control of resources and distribution of costs and benefits; and point out changes in living conditions and in the roles of women and men over time. This short fact-sheet provides examples of indicators in the areas of:

- **Agriculture and biodiversity** e.g. changes in women's and men's ownership of agricultural lands;
- **Climate change** e.g. numbers of women and female-headed households receiving training and assistance related to disasters, such as the number of women who know how to swim;
- **Energy** e.g. number/percentage of women and men involved in energy policy dialogue;
- **Forestry** e.g. female ownership or co-ownership of equipment and tools for production, processing, commercialisation and other services associated with natural resources;
- **Urban**, e.g. numbers of households headed by men, women, or couples connected to sewer systems and potable water systems;
- **Fisheries and Aquaculture in Coastal Zones** e.g. number and type of formal tourism sector jobs held by women; not just housecleaning and food preparation.

Rotondo, E. and Vela, G. (2004) *Conceptual and methodological guidelines to design and use gender indicators in IFAD projects in Latin America and the Caribbean*, Lima: PREVAL, Rome: the International Fund for Agricultural Development (IFAD) and Santiago: PROGENERO (Spanish)

<http://www.ifad.org/gender/pub/indicadores.pdf>

The International Fund for Agricultural Development (IFAD) sees the elimination of gender inequalities as strategically fundamental to the effectiveness of its programmes. This document provides a guide to the design and use of gender-sensitive indicators for monitoring and evaluating IFAD programmes. To measure programme *impact*, suggested indicators include: average income of women-headed households in relation to average income of men-headed households, and the percentage of women who make decisions about the use of family income and resources. In formulating effective gender-sensitive indicators, it is recommended that multiple indicators be used to better capture the complexity of a situation in all its dimensions. Ensuring that indicators correspond to the information needs of the women and men intended to benefit from the programme (the 'beneficiaries') is also critical, and the beneficiaries themselves must be involved in the gathering and analysis of indicators and in decision-making around their use. Original title in Spanish: *Indicadores de genero. Lineamientos conceptuales y metodológicos para su formulación y utilización por los proyectos FIDA en America Latina y el Caribe.*

The Food and Agriculture Organization of the UN (FAO) (2003) *Socio-economic and gender sensitive indicators in the management of natural resources*, Rome: Gender and Population Division, FAO Sustainable Development Department

http://www.fao.org/sd/2003/PE09023a_en.htm

In spite of the many recent UN system-wide commitments and mandates to evaluate progress made in gender mainstreaming, an assessment of the current status of socio-economic and gender-sensitive indicators in the management of natural resources revealed an almost complete lack of practical experience in this area. Not surprisingly, there was a disappointingly low level of gender-sensitive monitoring of natural resource management projects. To fill these knowledge gaps, this paper develops gender-sensitive indicators through the identification of gender-sensitive factors that put differential pressure on the management and use of natural resources. A core set of gender-sensitive indicators was arrived at, based on in-site field verifications of the management of agrobiodiversity in Nepal and of reclaimed lands in Egypt, combining both qualitative and quantitative data sources. Wide in scope and application possibilities, gender-sensitive indicators can be used to monitor the impact of a specific project but could also be used more broadly to monitor whether and how the relationship between women and men and their natural resources evolves and changes over time. Thus, the systematic monitoring of gender-sensitive indicators will allow for the formulation of a more sustainable, efficient and effective development response, making their contribution towards achieving the MDGs by 2015.

FAO (2003) *Gender-Disaggregated Data for Agriculture and Rural Development: Guide for Facilitators*, prepared by Hill, C. in collaboration with the Socio-Economic and Gender Analysis (SEAGA) Programme, Rome: FAO

<http://www.fao.org/sd/seaga/downloads/En/GDDEn.pdf>

International conferences – from the First World Conference in Mexico in 1975 to the Fourth World Conference in Beijing in 1995 – have highlighted the need for accessible information and data as a starting point for any programme for the advancement of women. This package of facilitation materials has been prepared to assist in the process of building capacity of those involved in producing agricultural data and statistics. More precisely, it is intended to improve producers' abilities to integrate a gender perspective in the design, collection, tabulation, analysis, interpretation and presentation of agricultural information. Producers of agricultural data and statistics include, but are not limited to: national statisticians, agricultural and rural development planners, researchers and NGOs. This package provides facilitators and participants with exercises that lead toward an understanding of what gender-disaggregated data is and why it is important. It provides tools for retabulation, analysis, interpretation and understanding of data, and generating new data. It covers discussion of data gender-bias to qualitative and quantitative approaches in interpretation of data. (Summary adapted from the resource).

7. INTERNATIONAL MEASUREMENTS

7.1 The Millennium Development Goals (MDGs)

Background information:

The Millennium Development Goals (MDGs)

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental sustainability
8. Develop a global partnership for development

Gender is relevant to all these goals. The MDGs are accompanied by 16 global targets and 48 global indicators. The targets and indicators were created to provide concrete measurements of the extent to which countries are making progress towards achieving the goals. This progress is being assessed on a regular basis at the country level through national MDG reports.

Goal Three: Promote Gender Equality and Empower Women

Target: Eliminate gender disparity in primary and secondary education preferably by 2005 and to all levels of education no later than 2015.

Indicators:

- Ratio of girls to boys in primary, secondary and tertiary education
- Ratio of literate females to males of 15–24 year olds
- Share of women in wage employment in the non-agricultural sector

(Waldorf, L. (2004) *Pathway to Gender Equality: CEDAW, Beijing, and the MDGs*, New York: UNIFEM, p. 5, http://www.unifem.org/filesconfirmed/216/385_PathwayToGenderEquality_screen.pdf, p5)

Kabeer, N. (2005) 'Gender Equality and Women's Empowerment: A Critical Analysis of the Third Millennium Goal', *Gender and Development: Vol. 13 No. 1*, Oxford: Oxfam

http://www.oxfam.org.uk/what_we_do/resources/downloads/gmd-3.pdf

While each of the three indicators used to measure progress towards MDG3 (outlined above) has the potential to bring about positive changes in women's lives, they also have limits as pathways to women's empowerment. For example, where women's role in society is defined in reproductive terms, education is often seen as a way of better preparing girls to become wives and mothers and does little to help them challenge their subordinate status in society. Moreover, despite their increased labour input into paid work, women continue to bear the main burden of domestic work. This exacerbates gender inequalities in work burdens. This paper argues that gender inequalities are multi-dimensional and cannot be reduced to some single and universally agreed set of priorities. Any attempt to do so will run the danger of being either too narrow (as the MDGs have been accused of being) or a wish list that is too long and complex to act on. What is clear is that unless provision is made to ensure that policy changes are implemented in ways that allow women themselves to participate, monitor, and hold policymakers and corporations to account, the potential for women's empowerment will be limited. For information about how to subscribe to this journal, visit

<http://www.tandf.co.uk/journals/carfax/13552074.html> or email tf.enquiries@tfinforma.com.

Menon-Sen, K. (2005) *En Route to Equality: A Gender Review of National MDG Reports*, New York: UNDP

<http://www.undp.org/women/docs/en-route-to-equality.pdf>

The United Nations Development Programme (UNDP), in collaboration with other partners, has been assisting partner countries in the South to prepare national MDG Reports. These reports are important instruments for monitoring progress on the achievement of the MDGs and have enabled countries to take ownership of the goals. Gender equality and women's empowerment are central to the achievement of all the MDGs. Making sure that national MDG monitoring bodies are gender-aware and that gender equality issues are adequately addressed in reporting on each of the goals is thus essential. This report documents the findings of a gender review of national MDG reports from developing countries published up to December 2004. Recommendations are made to better align MDG reporting with strategic priorities for gender equality, including:

- Improving the availability and quality of sex-disaggregated data;
- Bringing women's voices into reporting in order to highlight the cross-linkages between the goals – the experiences of real women are not neatly and separately organised around each goal;
- Involving women's groups and gender experts in working groups and drafting committees across all goals – not only MDG3.

Unidad Mujer y Desarrollo, ECLAC (2005–6) *Millennium Development Goals and Gender Equality. The Case of Colombia; Ecuador; Paraguay; Guatemala; Venezuela; Argentina; Bolivia; Nicaragua; and Mexico*, Santiago: ECLAC, Unidad Mujer y Desarrollo (Spanish)

http://www.eclac.cl/cgi-bin/getProd.asp?xml=/mujer/agrupadores_xml/aes6.xml&xsl=/agrupadores_xml/agrupa_listado.xsl&base=/mujer/tpl/top-bottom.xslt

This series of reports provides a gender analysis of the progress made in reaching the MDGs in certain Latin American and Caribbean countries, including Colombia, Ecuador, Paraguay, Guatemala, Venezuela, Argentina, Bolivia, Nicaragua, and Mexico. Each report uses different instruments and methodologies to analyse the data. In the case of Paraguay, for instance, each MDG indicator is analysed from a gender perspective, and some new indicators are proposed to give more visibility to differences between women and men. The lack of available information is especially highlighted in areas like unpaid labour, the division of labour in the household, economic autonomy, and respect for women's physical and psychological integrity.

In Colombia, it is recommended that indicators to measure women's advancement should take into account the socio-cultural patterns and prejudices which jeopardise and limit women's capacities and opportunities. The situation is also highly complicated by conflict which limits their freedom of movement, threatens their physical integrity and restricts their opportunities to participate in the public arena. In Spanish. Original title in Spanish: *Las metas del Milenio y la igualdad de genero. El caso de Colombia; Ecuador; Paraguay; Guatemala; Venezuela; Argentina; Bolivia; Nicaragua; Mexico.*

UN Millennium Project (2005) *Taking Action: Achieving Gender Equality and Empowering Women. Task Force on Education and Gender Equality*, New York: Millennium Project and London: Earthscan

<http://www.unmillenniumproject.org/documents/Gender-complete.pdf>

To accelerate progress toward achievement of the MDGs, former UN Secretary-General Kofi Annan and United Nations Development Programme (UNDP) Administrator Mark Malloch Brown launched the UN Millennium Project, a three-year effort to identify the best strategies for meeting the MDGs. Most of the Millennium Project's analytical work was carried out by 10 task forces, including the Task Force on Education and Gender Equality, which produced this report. The task force identified seven strategic priorities to ensure that MDG3 is met by 2015:

1. Strengthen opportunities for post-primary education for girls while simultaneously meeting commitments to universal primary education;
2. Guarantee sexual and reproductive health and rights;
3. Invest in infrastructure to reduce women's and girls' time burdens;
4. Guarantee women's and girls' property and inheritance rights;

5. Eliminate gender inequality in employment by decreasing women's reliance on informal employment, closing gender gaps in earnings, and reducing occupational segregation;
6. Increase women's share of seats in national parliaments and local governmental bodies;
7. Combat violence against girls and women.

Yet the indicators that currently exist to track progress towards MDG3 are insufficient to track all seven strategic priorities. One weakness is that none of the indicators measure the *quality* of equality, the *process* that brings about equality, or the *nature* of the outcomes. To address these limitations, the task force suggested 12 indicators for countries and international organisations to use in monitoring the progress toward MDG3 (for a list of the indicators see section 5.1.3 of the *Overview Report*). These indicators are intended to supplement, or in some cases substitute, the existing indicators. The report highlights that improving countries' capacity to enhance the coverage, quality, and frequency of collection of sex-disaggregated data remains a priority. Work at the country level requires technical support from key international statistical agencies to develop methodological guidelines and undertake new data collection efforts. At the international level, the task force recognises the importance of a focal point in the UN statistical system to bring together the various gender indicators. To date, however, the UN General Assembly has not adopted the strategic priorities and indicators proposed by the task force.

For further discussion of the MDGs see section 5.1 of the *Cutting Edge Pack*.

7.2 The Human Development Index (HDI), Gender-related Development Index (GDI) and Gender Empowerment Measure (GEM)

Background information:

The Human Development Index (HDI)

The human development index measures the average achievements in a country in three basic dimensions of human development:

- **A long and healthy life**, as measured by life expectancy at birth.
- **Knowledge**, as measured by the adult literacy rate (with two-thirds weight) and the combined primary, secondary and tertiary gross enrolment ratio (with one-third weight).
- **A decent standard of living**, as measured by gross domestic product (GDP) per capita in purchasing power parity (PPP) terms in US dollars.

The Gender-related Development Index (GDI)

While the HDI measures average achievement, the GDI adjusts the average achievement to reflect the *inequalities* between men and women in the following dimensions:

- **A long and healthy life**, as measured by life expectancy at birth;
- **Knowledge**, as measured by the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio;
- **A decent standard of living**, as measured by estimated earned income (PPP US\$).

The Gender Empowerment Measure (GEM)

Focusing on women's opportunities rather than their capabilities, the GEM measures:

- **Political participation and decision-making power**, as measured by women's and men's percentage shares of parliamentary seats;
- **Economic participation and decision-making power**, as measured by two indicators: women's and men's percentage shares of positions as legislators, senior officials and managers and women's and men's percentage shares of professional and technical positions;
- **Power over economic resources**, as measured by women's and men's estimated earned income (PPP US\$).

Adapted from: UNDP (2006) *Beyond Scarcity: Power, Poverty and the Global Water Crisis*, Technical notes, Human Development Report 2006, New York: UNDP
http://hdr.undp.org/hdr2006/pdfs/report/Technical_notes.pdf

Klasen, S. (ed.) (2006) 'Special issue: revisiting the Gender-related Development Index (GDI) and Gender Empowerment Measure (GEM)', *Journal of Human Development*: 7, 2, London: Routledge

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<http://www.tandf.co.uk/journals/titles/14649888.asp> or email: tf.enquiries@tfinforma.com.

After 10 years of using the GDI and GEM it is appropriate to take stock, evaluate the impact the measures have had, and, if appropriate, suggest changes to the measures or even propose new measures. This special issue of the *Journal of Human Development* examines the impact of the GDI and GEM, identifies their conceptual and empirical weaknesses, and suggests possible modifications. For example, Dana Schuler highlights the fact that very often the GDI is erroneously interpreted as a measure of gender inequality, whereas in fact the GDI is a measure of human development *corrected*

for gender inequality. The GEM is problematic because, among other things, it assumes that earned income is a reflection of the development benefits accruing solely to the person who earned the income, ignoring the redistribution that goes on within households – which often disadvantages women. The GEM also measures inequality among the most educated and economically advantaged, and fails to include important non-economic dimensions of decision-making power both at the household level and in relation to women's control over their bodies and sexuality.

Short-term recommendations are made, such as the need to provide clearer guidance on how the two measures are to be applied so as to reduce misinterpretation. Longer-term recommendations focus on the importance of developing sensible indicators that reflect inequalities in disposable time and incomes, and of developing comparable indicators of physical security/absence of violence that would adequately reflect issues of violence against women. Finally, the papers recommend that measures are developed which not only focus on gender inequality in human development outcomes, but also examine the enabling environment for promoting gender equality in a country. Such a measure could, for example, consider the legal and institutional framework, and norms and values as they relate to promoting gender equality in a country.

Folbre, N. (2006) 'Measuring Care: Gender, Empowerment, and the Care Economy', *Journal of Human Development*, Vol. 7 No. 2: 183-199, London: Routledge

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<http://www.tandf.co.uk/journals/titles/14649888.asp> or email: tf.enquiries@tfinforma.com.

The Human Development Report Office has used both the GDI and the GEM as a means of monitoring international progress in the development of women's capabilities. This paper makes a case for the development of additional indices focused on burdens of financial and temporal responsibility for the care of dependents. It argues that we need better measures of the inputs into care, rather than merely capturing some of the outputs of care in terms of improved health and education in the Human Development Index.

For example, as an alternative to measures of per-capita income (household income divided by the number of family members), surveys could measure individual income (earned income plus income from property plus transfers from others) minus taxes paid to the government, minus transfers for the care of dependents. This measure could be used to develop a better measure of individual poverty than current measures, which are typically based on household rather than individual income. Another measure could be individual disposable time – the amount of time 'left over' for an individual after they have fulfilled responsibilities for paid and unpaid work. This measure could be constructed from existing time-use surveys by summing leisure time and personal care (including sleep) time. However, it is important to note that much of the time that women report as leisure is accompanied by child care constraints; this time needs to be adjusted or 'discounted'. A Gender Care Empowerment Index is also suggested – an equally-weighted sum of men's proportion of direct unpaid care hours relative to women's direct unpaid care hours, and men's proportional representation in paid care work occupations relative to women's representation. For further discussion of the GDI and GEM, see section 5.2 of the *Overview Report* and the *Gender and Development In Brief*.

7.3 The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)

Background information:

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, has been ratified by over 90 per cent of the members of the United Nations – 185 countries (as of 2 May 2007). Countries that have ratified or acceded to the convention are legally bound to put its provisions into practice. They are also committed to submit national reports, at least every four years, on measures they have taken to comply with their treaty obligations.

During its twice-yearly sessions, the CEDAW Committee applies its expertise to review the reporting government's own assessment of progress and challenges in achieving gender equality, in light also of the alternate information ('shadow reports') about the country situation submitted by women's NGOs. Following this review, which includes a dialogue with the government, the Committee issues concluding comments, identifying where the greatest shortcomings lie and what forms of action the government should consider taking.

(Adapted from Waldorf, L. (2004) *Pathways to Gender Equality: CEDAW, Beijing, and the MDGs*, New York: UNIFEM, p. 10,

http://www.unifem.org/filesconfirmed/216/385_PathwayToGenderEquality_screen.pdf)

American Bar Association, Central and East European Law Initiative (ABA CEELI) (2002) *The CEDAW Assessment Tool: An Assessment Tool Based on the Convention to Eliminate All Forms of Discrimination Against Women*, Washington, DC: ABA CEELI

<http://www.abanet.org/ceeli/publications/CEDAWtool.pdf>

In 2002, the American Bar Association Central and Eastern European Law Initiative (ABA CEELI) developed the CEDAW Assessment Tool as a resource to measure the status of women through the lens of the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). The CEDAW Assessment Tool examines a nation's laws and measures the degree to which these laws protect the rights of women as mandated by CEDAW. It is designed to uncover both the legal obstacles that frustrate the achievement of greater gender equality, and the degree to which, *in practice*, women are accorded the rights and status guaranteed to them under CEDAW. To date, ABA CEELI has conducted the CEDAW Assessment Tool in Armenia, Georgia, Russia, Serbia and Moldova. The assessment tool has several components, which:

- Explain the meaning of each article of the convention and offer examples of compliance and non-compliance with CEDAW by States' Parties;
- Provide questions designed to assess how closely a country's legislative regime adheres to the requirements of CEDAW;

- Provide questions designed to guide an analysis of CEDAW compliance;
- Outline a standardised format for recording the results of an assessment of a State Parties compliance with CEDAW.

UNIFEM South Asia Regional Office/CENWOR (2004) *CEDAW Indicators for South Asia*, New Delhi: UNIFEM and Colombo: Centre for Women’s Research (CENWOR)

http://www.unifem-eseasia.org/projects/Cedaw/docs/CEDAW_Indicators.pdf

One way of strengthening the implementation of CEDAW is to develop monitoring indicators to help each country track progress. This resource provides qualitative and quantitative indicators for monitoring the implementation of CEDAW by South Asian countries in the following sectors: law, education, employment, health, and the rural sector. Quantitative indicators – such as numbers of literate women, rates of maternal mortality, and rates of labour force participation – are used to measure the extent to which gender discrimination has been eliminated. Qualitative indicators focus instead on legislative and institutional arrangements, and programmes and policies that are conducive to implementing the rights referred to in each article of CEDAW – for example, legalisation on equal inheritance rights and quotas for women in local and national legislative bodies.

Budlender, D. (2004) *Budgeting to Fulfil International Gender and Human Rights Commitments*, Harare: UNIFEM Regional Office for Southern Africa and the Indian Ocean States

http://www.gender-budgets.org/uploads/user-S/11141152661CEDAW_Southern_Africa_Brochure.pdf

This booklet analyses each article and recommendation one by one and provides suggestions on what budget questions could be asked about each and what output indicators can be used to measure a government’s activities. For example, for Article 1 – Definition of Discrimination against Women – budget questions include: ‘Is there an anti-discrimination law? If so, what money is given to implement the law?’ and ‘Is there any money for legal aid to help people take cases of discrimination to court?’ Complementary output indicators include: ‘How many women and men received legal aid to take cases of discrimination to the courts?’ and ‘What was the average amount of aid received by women and men respectively?’.

Below is a shortened version of a table presented in the document which suggests indicators for each of the 12 areas of concern of the Beijing Platform for Action. For each indicator it also suggests where the data to measure progress towards the indicators can be found.

Critical area of concern	Proposed indicator	Likely source	Limitation
Unequal and poor access to health care	<ul style="list-style-type: none"> - Maternal mortality rate - Incidence of pregnant women living with HIV/AIDS 	<ul style="list-style-type: none"> - Demographic health survey - Antenatal surveys 	The HIV and AIDS information is only for women attending antenatal clinics
Unequal access to economic resources, opportunities and decision-making	<ul style="list-style-type: none"> - Percentage of women professionals and managers - Percentage of women informal sector workers 	<ul style="list-style-type: none"> - Labour force survey 	
Unequal power and participation in decision-making	<ul style="list-style-type: none"> - Percentage of women parliamentarians - Percentage of women local councillors - Percentage of women at director and above in the civil service 	<ul style="list-style-type: none"> - Civil service 	The presence of women parliamentarians and councillors does not necessarily mean that they adopt gender-sensitive positions

(Budlender, D. 2004: 37–38)

7.4 The International Conference on Population and Development (ICPD)

Background Information:

At the 1994 International Conference on Population and Development (ICPD) in Cairo a 20-year Programme of Action was adopted, which committed countries to:

- Eliminate the gender gap in primary and secondary education by 2005, and complete access to primary school or the equivalent by girls and boys before 2015;
- Reduce infant and under-5 mortality rates by at least one third, to no more than 50 and 70 per 1,000 live births, respectively, by 2000, and to below 35 and 45, respectively, by 2015; reduce maternal mortality to half the 1990 levels by 2000 and by a further one half by 2015 (specifically, in countries with the highest mortality, to below 60 per 100,000 live births);
- Provide universal access to a full range of safe and reliable family-planning methods and to related reproductive and sexual health services by 2015.

Reviewing the first five years of implementing the Programme of Action, the UN adopted specific numerical targets to evaluate programme implementation:

- **Education.** Halve the 1990 illiteracy rate for women and girls by 2005; ensure that by 2010 at least 90 per cent of children of both sexes are enrolled in primary school;
- **Reproductive health services.** Provide a wide range of family planning methods, essential obstetric care, and prevention and management of reproductive tract infections in 60 per cent of primary health care facilities by 2005; in 80 per cent by 2010, and in all by 2015;
- **Maternal mortality.** Where maternal mortality is very high, ensure that at least 40 per cent of all births are assisted by skilled attendants by 2005, 50 per cent by 2010 and 60 per cent by 2015; globally, 80 per cent of births should be attended by 2005, 85 per cent by 2010 and 90 per cent by 2015;
- **Unmet need for family planning.** Reduce by half by 2005 any gap between the proportions of individuals using contraceptives and those expressing a desire to space or limit their families, by 75 per cent by 2010, and completely by 2015;
- **HIV/AIDS.** Ensure that by 2005 at least 90 per cent, and by 2010 95 per cent, of young men and women aged 15–24 have access to HIV/AIDS prevention methods such as female and male condoms, and voluntary testing, counselling and follow-up; reduce HIV infection rates in this age group by 25 per cent in the most-affected countries by 2005, and by 25 per cent globally by 2010.

(Extract from the UNFPA website, <http://www.unfpa.org/icpd/summary.htm>. For more information about the ICPD at Ten Review, see: <http://www.unfpa.org/icpd/10/index.htm>)

United Nations Population Fund (UNFPA) (2004) *Investing in People: National Progress in Implementing the ICPD Programme of Action 1994-2004*, New York: UNFPA

http://www.unfpa.org/upload/lib_pub_file/284_filename_globalsurvey.pdf

Almost all countries report having taken at least one policy, legislative or administrative action to protect the rights of girls and women and promote women's empowerment since the ICPD in 1994. For example, many countries reported efforts to increase the participation of women in governance and provide economic, education and training opportunities for women and girls. However, there is a need to ensure that laws and policies are being effectively implemented. Gender-based violence, gender mainstreaming, trafficking in women and girls, and national capacity-building remain major gaps to be addressed in many regions of the world. Recommendations are made to facilitate progress in these areas, such as the need to develop strategies to reduce and eliminate gender-based violence by: building capacity at national and sub-national levels for collecting and analysing gender-based violence data; undertaking evidence-based advocacy and media campaigns for the prevention of gender-based violence; and devising strategies for prevention, especially in conflict and post-conflict situations.

ECLAC/CELADE (2002) *Proposed Indicators to Measure the Targets set by the International Conference on Population and Development in Latin America and the Caribbean*, Santiago: ECLAC (Spanish)

<http://ccp.ucr.ac.cr/bvp/pdf/cepal/lcl1705p.pdf>

This document is part of a proposal being developed to generate a system of indicators to measure progress towards meeting the objectives of the Action Plan of the ICPD in Latin America and the Caribbean. A regional system of indicators is proposed to measure progress and identify inequalities among the various population groups. This system could become the basis upon which national systems of indicators are developed, whereby each system would be adjusted according to the country's own context. The indicators are grouped according to three main areas: population and public policies; gender equality, equal opportunities and women's empowerment; health and reproductive rights, family planning and family well-being (including sexually transmitted infections and AIDS, access to basic services and sexual health in adolescents). Each suggested indicator comes with objectives and timelines. In the reproductive health section, for instance, indicators include prevalence rate in the use of condoms and unmet requests for family planning. (Original title in Spanish: Propuesta de indicadores para el seguimiento de las metas de la Conferencia Internacional sobre la Población y el Desarrollo en America Latina y el Caribe.)

7.5 The Beijing Platform for Action

Background information:

At the Fourth World Conference on Women in Beijing, China, in 1995, 189 governments adopted the Beijing Declaration and Platform for Action. The Platform for Action, or the actual Action Plan adopted in Beijing, set out national and international actions for the advancement of women over the five years until 2000. One big criticism of the Platform for Action, however, was that there were no clear measurable indicators against which to measure success or failure.

In 2005, the UN Commission on the Status of Women (CSW) conducted the ten-year review and appraisal of the Platform for Action (Beijing +10). The objective of the review was to identify achievements, gaps and challenges in implementing the Platform for Action and the outcome documents, as well as the Beijing +5 Political Declaration adopted at the five-year review in June 2000. To view the Beijing Platform for Action in full, see:

<http://www.un.org/womenwatch/daw/beijing/beijingdeclaration.html>.

(Adapted from: Women's Environment & Development Organization (WEDO) (2005) *Beijing Betrayed: Women Worldwide Report that Governments Have Failed to Turn the Platform into Action*, New York: WEDO (in English; Executive Summary also available in Spanish, French, Arabic and Russian), <http://www.wedo.org/library.aspx?ResourceID=31>)

Molyneux, M. and Razavi, S. (2006) *Beijing plus 10: an Ambivalent Record on Gender Justice*, Occasional paper 15, Geneva: UNRISD (in English; summary version in Spanish and French)

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/4EE168779E57E924C12571CA003C2295?OpenDocument](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/4EE168779E57E924C12571CA003C2295?OpenDocument) (English)

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/4EE168779E57E924C12571CA003C2295?OpenDocument&language=fr](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/4EE168779E57E924C12571CA003C2295?OpenDocument&language=fr) (French – summary version only)

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/4EE168779E57E924C12571CA003C2295?OpenDocument&language=es](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/4EE168779E57E924C12571CA003C2295?OpenDocument&language=es) (Spanish – summary version only)

The 1995 Fourth World Conference on Women (the 'Beijing conference') was a landmark in policy terms, setting a global policy framework to advance gender equality. Ten years after Beijing, the UN Commission on the Status of Women presided over an intergovernmental meeting to review the progress achieved on the commitments made in the Beijing Declaration and Platform for Action. There can be little doubt that, since the First World Conference on Women in 1975, there have been significant changes in the social and economic status of women – many of them positive. However, there are several important qualifications regarding these indicators of progress. First, there is considerable variation among countries in the progress achieved; second, even where women have progressed on some indicators, this has been accompanied by a persistence of gender inequalities and in some cases a deepening of the gender divide. For example, while female activity rates have

gone up in the formal sector in many countries, they are concentrated in jobs with low pay and low authority levels, placing limits on women's overall access to income, status and power. This paper reflects on the ambivalent record of progress achieved by women over the last decades and considers how the policy environment has changed over the period since the high point of the global women's movements.

UNESCAP (2002) 'Framework for gender indicators: Table of Indicators', United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) – Expert Group Meeting on Regional Implementation and Monitoring of the Beijing Platform for Action and the Outcome of the 23rd Special Session of the General Assembly, 2–4 December 2002, Bangkok, Bangkok: UNESCAP

<http://www.unescap.org/esid/gad/Events/finalframework.pdf>

This resource presents a table of indicators to facilitate the implementation and monitoring of the Beijing Platform for Action in the Asia and Pacific region. It lists critical areas of concern as outlined in the Platform for Action – such as women and poverty or women and health – along with accompanying strategic objectives, indicators, unit/classification (whether the indicators take the form of a percentage or a yes/no answer), and additional/qualitative information and sources.

For example:

Critical area of concern	Strategic objective	Indicators	Unit, classification	Additional/qualitative information
Violence against women	Take integrated measures to prevent and eliminate violence against Women	Incidences of domestic violence	Per 100,000 people	Graph of reported and convicted cases
		Incidences of sexual violence	Per 100,000 people	Graph of reported and convicted cases
		Legislation against gender-based violence	Yes/no	Types of violence covered and enforcement situation
		Support system for female victims of violence	Yes/no	List available services and budget

(UNESCAP 2002: 5–6)

UN Economic Commission for Africa (UNECA) (2004) *Monitoring and Evaluation Programme of the African Plan of Action to Accelerate the Implementation of the Dakar and Beijing Platforms for Action Part I: A Guide to Data Collection for Impact Evaluation of Gender Mainstreaming on the Status of Women in Africa*, Addis Ababa: UNECA

http://www.uneca.org/beijingplus10/pubs/Part1_2004_final.pdf

How can we measure the impact on the status of women of the Beijing and Dakar Platforms for Action in African countries ten years after the Platforms were established? This manual aims to give clear guidance to gender impact assessment evaluators on how to carry out such monitoring. It provides direction on conducting impact evaluation exercises, including what data to collect; how to analyse and interpret the data; and how to report the findings. Five key areas form the focus of the guide: food security, health, trade and industry, planning, and finance. Areas indicative of progress are listed for each. In the case of food security, for example, the areas are: increased access to productive resources by women – including markets; increased productivity/production; increased incomes; fair sharing of household chores; and access to benefits and services from government. For each area of change, quantitative and qualitative indicators are listed. For example, for access to productive resources and services, quantitative indicators include: landholding size (in hectares) and tenure (by sex, age, marital status, residence) and the amount of time women/men devote to activities within and outside the home (market and non-market activities). An example of qualitative indicators is perceptions of women and men regarding adequacy and equitable accessibility to productive resources (including markets) for women versus men.

To view the African Platform for Action, which was adopted at the Fifth African Regional Conference on Women, Dakar, Senegal, 16–23 November 1994, see:

http://www.uneca.org/fr/acgd/en/1024x768/en_gender/en_tool/en_9411_apa1.htm#declaration (English) or <http://www.famafrique.org/femmes2000/dkrpfa1.html> (French).

7.6 Regional approaches, indicators and statistics

FAO (2005) 'Introducing the African Gender and Development Index', paper presented at the African Commission on Agricultural Statistics (AFCAS) Meeting, Maputo, Mozambique, October 2005, Rome: FAO

http://www.fao.org/ES/ESS/meetings/download/afcas2005/papers/AFCAS_05_7_2_b.pdf

UN regional commissions have been mandated to facilitate the effective implementation, monitoring and evaluation of the international and regional platforms and plans for Action on gender equality and women's advancement. Within the framework of this mandate, the Economic Commission for Africa/African Center for Gender and Development (ECA/ACGD) developed, from 2002 to 2004, the African Gender and Development Index (AGDI) to provide African policymakers and their partners with an appropriate tool to monitor progress towards gender equality and women's advancement. AGDI is a composite index that combines both quantitative and qualitative indicators on women's empowerment through its two parts, the Gender Status Index (GSI) and the African Women's

Progress Scoreboard (AWPS) (see the boxes below). It is a specifically African index in three respects. First, it takes into account the major African charters and documents that have a bearing on gender relations. Second, it identifies gender gaps in selected power blocks (social, economic and political) and facilitates the review of the underlying gender relations in Africa. Third, its findings are specifically from African countries, based on nationally available statistics.

The Gender Status Index (GSI)

The GSI is based on three components: social power, economic power and political power. Each of the three main components has the same weight in the calculation of the GSI. Within each block, each component also carries the same weight.

1. The social power component (capabilities) consists of two sub-components :

- Education measured by variables on enrolment, dropout and literacy.
- Health measured by variables on child health, life expectancy at birth, new HIV infection and time spent out of work.

2. The economic power component (opportunities) consists of three sub-components:

- Income measured by variables on wages in agriculture, in civil service and in the formal sector, and on income from informal enterprise, small agricultural household enterprises and remittances and intra-household transfers.
- Time use or employment measured by variables on time spent in market economic activities and in non-market economic activities, and on employment.
- Access to resources measured by access to means of production and to management positions.

3. The political power component (agency) consists of two sub-components:

- Representation in key decision-making positions in the public sector.
- Representation in key decision-making positions in civil society.

(Based on FAO 2005: 3–4)

African Women's Progress Scoreboard (AWPS)

In each country, the research team assesses the level of implementation of all key women's rights and gender equality regional and international documents classified within four blocs:

1. Women's rights component:

- CEDAW, with a special attention to its optional protocol, article 2 on the principle of equality of men and women in national constitutions and other legislations and article 16 on marriage and family relations.
- The African Charter on Human and People's Rights, women's rights protocol – harmful practices.

2. Social component:

- BPfA degree of implementation.
- Violence against women: domestic violence, rape, sexual harassment and trafficking in women.
- Health – ICPD PoA plus five degree of implementation: sexually transmitted infections, HIV/AIDS, maternal mortality and contraception.
- 2001 Abuja Declaration on HIV/AIDS and women.
- Education: policy on girls' school dropouts and education on human/women's rights.

3. Economic component:

- ILO Conventions and policies: Convention 100 on equal remuneration, Convention 111 on discrimination and Convention 183 on maternity protection at the workplace and policy on HIV/AIDS.
- Engendering national poverty reduction strategy papers (PRSP) and other development plans.
- Access to agricultural extension services.
- Access to technology.
- Equal access to land.

4. Political component:

- UN Resolution 1325 on conflict prevention – degree of implementation.
- Development of Beijing PFA effective and accessible national machinery.
- Policies on the following: support for women's quota and affirmative action; decision making positions within parliament/ministries; gender mainstreaming in all departments.

(Based on FAO 2005: 6)

Unidad Mujer y Desarrollo, ECLAC (2006) *Guidelines for Technical Assistance on the Design and Use of Gender Indicators*, Santiago: ECLAC (Spanish)

<http://www.eclac.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/1/26731/P26731.xml&xsl=/mujer/tpl/p9f.xsl&base=/mujer/tpl/top-bottom.xslt>

This guide is the result of a joint effort of the gender focal points of various UN agencies and organisations. In addition to commonly used indicators for measuring gender equality, it suggests other complementary indicators for the Latin American and Caribbean region in areas such as household headship, domestic activity rates, women's economic autonomy, rates of unwanted fertility, and the impact of abortion on maternal mortality. After an introduction on the development and use of gender-sensitive indicators, the guide presents seven thematic chapters on population; family and household; education; health; employment and economics; political participation; and violence against women. Each chapter includes an introduction to international and regional legal frameworks, a general overview of the situation in Latin America in the sector in question, some new proposed indicators, and a bibliography for further reading. Original title in Spanish: *Guía de Asistencia Técnica para la Producción y el Uso de Indicadores de Género*.

8. ENGENDERING STATISTICS SYSTEMS AND DATA COLLECTION

Corner, L. (2003) *From Margins to Mainstream: From Gender Statistics to Engendering Statistical Systems*, New York: UNIFEM

[http://www.unifem-ecogov-apas.org/ecogov-
apas/EEGKnowledgeBase/EngenderingNSS/Margins2Mainstream.pdf](http://www.unifem-ecogov-apas.org/ecogov-apas/EEGKnowledgeBase/EngenderingNSS/Margins2Mainstream.pdf)

Engendering national statistical systems requires an approach that goes beyond merely disaggregating data from conventional censuses and surveys by sex. This paper argues that this traditional approach is insufficient because the data collection framework and instruments themselves are gender biased. What is required is a thorough review of the data collection framework and process from a gender perspective and a systematic engendering of each specific data collection instrument. A more systematic approach is needed to identify gender issues and provide data that genuinely addresses women's needs and priorities. In particular it is necessary to engender data collection for the System of National Accounts (SNA), as well as engendering the conceptual framework within which the SNA is used.

UNIFEM South Asia in collaboration with other UN agencies, supported the Central Statistical Organization India and the Central Bureau of Statistics Nepal in a pioneering effort to put in place systematic and comprehensive processes to engender the 2001 round of the national censuses in these countries. Based on their experience, engendering data collection processes and instruments involves, among other things:

- Reviewing coding, classification systems and terminologies, for example the Core Group in India broadened the category of work to cover non-market production on farms, in households, and in animal husbandry, and expanded the existing classification system to cover various categories of female non-workers;
- Gender training for all personnel involved in data collection, including enumerators and supervisors and the development of appropriate training modules and materials for this purpose;
- Using media campaigns to communicate specific gender messages directly to potential respondents; and
- Deliberately recruiting more women as enumerators.

United Nations Economic and Social Commission for Western Asia (UNESCWA) (2001) 'Report: Third Regional Workshop on Gender Statistics in the Arab countries', Tunis, 5–7 July 2001, New York: UNESCWA (English and Arabic)

<http://www.escwa.org.lb/information/publications/edit/upload/stat-01-5-e.pdf> (English)

<http://www.escwa.org.lb/gsp/documents/pdf/tunis1a.pdf> (Arabic)

The Third Regional Workshop on Gender Statistics in the Arab Countries was divided into four sessions which addressed: priority gender issues in the Arab region; gender statistics and related indicators; new measurement methods; and dissemination using a regional internet website. Participants presented and discussed national reports on progress made in the field of gender statistics since the inception of the project in 1997. Case studies on priority gender issues were presented along with experience in conducting time-use surveys. A key outcome of the workshop was a list of high-priority gender-related issues in the Arab region and a number of related indicators. Priority issues included: the social empowerment of women; the education and training of women; women and public reproductive health; and women and human rights – among many others. Indicators were proposed for each issue. For example, in the case of women's education and training, indicators included: the percentage of females enrolled in higher education and specialising in scientific subjects; the ratio of women to men among foreign grant beneficiaries; the ratio of women to men among those with access to a computer; and the ratio of women to men in journalism. Reports of the First and Second Regional Workshop on Gender Statistics in the Arab Countries, and information on the Fourth Workshop, are available from <http://www.escwa.org.lb/gsp/about/regional.html#4>. See also section 6.5 for information on generating gender-disaggregated data and statistics for agriculture and rural development.

9. INTERNATIONAL AND REGIONAL DATABASES OF GENDER STATISTICS

International databases:

The World Bank's Genderstats Database of Gender Statistics

<http://genderstats.worldbank.org>

GenderStats is an electronic database of gender statistics and indicators which incorporates summary gender profiles and thematic data, in addition to national and regional data.

United Nations Statistics and Indicators on Women and Men

<http://unstats.un.org/unsd/demographic/products/indwm/>

This website provides the latest statistics and indicators on women and men in six specific fields of concern: population; women and men in families; health; education; work; and political decision-making.

The OECD's Gender, Institutions and Development Data Base

http://www.oecd.org/document/23/0,2340,en_2649_33947_36225815_1_1_1_1,00.html

This database is a tool for researchers and policy makers to determine and analyse obstacles to women's economic development. It covers a total of 162 countries and comprises 60 indicators on gender discrimination. It includes institutional variables that range from intrahousehold behaviour to social norms.

Regional databases:

ECLAC Gender Statistics in Latin America and the Caribbean (English and Spanish)

http://www.eclac.cl/mujer/proyectos/perfiles_en/default.htm (English)

<http://www.eclac.cl/mujer/proyectos/perfiles/default.htm> (Spanish)

This site provides sex-disaggregated data on the situation of men and women in Latin American and the Caribbean at the national and regional levels.

ECLAC Use of Gender Indicators in Public Policy Formulation (Spanish)

<http://www.eclac.cl/mujer/proyectos/indicadores/Default.htm>

This website presents information and documents relating to a programme led by the ECLAC. Publications downloadable from the website include minutes of meetings held as part of the programme, and other reference materials. Original title in Spanish: Uso de Indicadores de Género en la Formulación de Políticas Públicas.

Observatory of Gender Equity in Health (Spanish)

<http://www.observatoriogenerosalud.cl/>

This website aims to support civil society in Chile in monitoring whether policies within the context of the health sector reform integrate a gender equality perspective. It features reports as well as a wide range of indicators developed on a variety of entry points, including social and demographic context, quality of health care, participation and public budgeting. Original title in Spanish: Observatorio de equidad de género en salud.

United Nations Economic and Social Commission for Western Asia's Gender Statistics Programme in the Arab Countries

<http://www.escwa.org.lb/gsp/database/main.html> (Under construction)

This website provides an Arab gender statistics database.

GenderStats

<http://www.genderstats.org.za/>

GenderStats is a research and information resource providing online quantitative and qualitative data on women's and girls' gendered positions in South Africa.

United Nation's Economic Commission for Europe's (UNECE) Gender Statistics Website

<http://www.unece.org/stats/gender/web/genpols.htm>

This website aims to bring together both gender statistics and policies. It focuses on the production, dissemination and use of gender-related data, outlines some of the main gender issues relevant to the UNECE region, and provides examples of policies and other initiatives.

Siyanda (Gender and Development)

<http://www.siyanda.org>

For further information, see *Siyanda*, an online database of multilingual gender and development materials from around the world. *Siyanda* contains a wide range of resources on gender-sensitive indicators, measurements, methodologies and statistics (search under 'indicators'). The site provides summaries of all the resources included in this collection.

10. NETWORKING AND CONTACTS

<p>Global</p>	
<p>The Association for Progressive Communications Women's Networking Support Programme (APC WNSP) P.O. Box 29755 Melville, 2109 South Africa Tel: +63 2 924 7148 Fax: +63 2 928 3722 E-mail: info@apcwomen.org Web: http://www.apcwomen.org</p>	<p>APC WNSP promotes gender equality in the design, development, implementation, access to and use of Information and Communications Technologies (ICTs) and in the policy decisions and frameworks that regulate them. It developed the Gender Evaluation Methodology (GEM), a toolkit for incorporating a gender analysis into evaluations of ICT projects.</p>
<p>Bridge (UK) Institute of Development Studies (IDS) University of Sussex Brighton BN1 9RE United Kingdom Tel: +44 (0)1273 606261 Fax: +44 (0)1273 621202 E-mail: bridge@ids.ac.uk or j.demetriades@ids.ac.uk Web: http://www.bridge.ids.ac.uk/</p>	<p>BRIDGE supports gender advocacy and mainstreaming efforts by bridging the gaps between theory, policy and practice with accessible and diverse gender information in print and online.</p>
<p>CARE International Headquarters Chemin de Balexert 7-9 1219 Chatelaine/Geneva Switzerland Tel: +41 (0)22 795 10 20 Fax: +41 (0)22 795 10 29 E-mail: cisecretariat@careinternational.org Web: http://www.care-international.org/</p>	<p>CARE has undertaken innovative work to measure the impact of their programmes on women's empowerment, with a particular emphasis on participatory approaches.</p>
<p>Commonwealth Secretariat Gender Section Social Transformation Programmes Division Marlborough House, Pall Mall London SW1Y 5HX United Kingdom Tel: + 44 (0)207 747 6459 Fax: +44 (0)207 930 1647 / +44 (0)207 747 6287 E-mail: gad@commonwealth.int Web: http://www.thecommonwealth.org/subhomepage/34021/</p>	<p>The Commonwealth Secretariat has developed a series of guides and manuals on Gender Mainstreaming Systems for governments and other stakeholders. It also collaborates with IDRC and UNIFEM on the Gender Responsive Budget initiative. The report is available at: http://www.idrc.ca/gender-budgets/.</p>
<p>Food and Agriculture Organization of the United Nations (FAO) Viale delle Terme di Caracalla 00100 Rome Italy Tel: +39 06 570 54550 Fax: +39 06 570 52004 Yianna Lambrou, PhD, Senior Officer E-mail: yianna.lambrou@fao.org Web: http://www.fao.org/sd/pe1_en.htm</p>	<p>The Gender Equity and Rural Employment Division in the Social and Economic Department is responsible for coordinating implementation of FAO's Plan of Action for Gender Equality and has designed gender-sensitive indicators for natural resource management, fisheries, emergencies and climate change.</p>

<p>Human Development Report Office (HDRO) 304 East 45th Street, 12th Floor, New York, NY 10017 United States Tel: +1 212 906 3661 Fax: +1 212 906 3677 E-mail: melissa.hernandez@undp.org Web: http://hdr.undp.org/</p>	<p>The Human Development Report analyses the progress made in reducing gender disparities and highlights the gap between women's expanding capabilities and limited opportunities. Two additional measures – the GDI and GEM – have been included, which rank countries on a global scale by their performance on gender equality.</p>
<p>The International Community of Women Living with HIV/AIDS (ICW) Unit 6, Building I, Canonbury Yard 190a New North Road London N1 7BJ United Kingdom Tel: +44 (0)20 7704 0606 Fax: +44 (0)20 7704 8070 E-mail: info@icw.org Web: http://www.icw.org/</p>	<p>ICW is an international network run for and by HIV positive women. ICW members, together with Support to the International Partnership against AIDS in Africa (SIPAA), have developed a tool to monitor their access to care, treatment and support; their sexual and reproductive health and rights; and violence against HIV positive women.</p>
<p>International Fund for Agricultural Development (IFAD) Via del Serafico, 107 00142 Rome Italy Tel: +39 06 54591 Fax: +39 06 5043463 E-mail: ifad@ifad.org Web: www.ifad.org</p>	<p>IFAD combines gender mainstreaming with specific measures to bring about women's empowerment. IFAD has formulated conceptual and methodological guidelines for the design and use of gender-sensitive indicators in its projects.</p>
<p>International Planned Parenthood Federation (IPPF) 4 Newhams Row London SE1 3UZ United Kingdom Tel: +44 (0)20 7939 8200 Fax: +44 (0)20 7939 8300 E-mail: info@ippf.org Web: http://www.ippf.org/</p>	<p>IPPF has used gender-sensitive data to produce report cards on the situation of HIV prevention strategies and services for girls and young women. IPPF has also collaboratively designed a manual to evaluate quality of care from a gender perspective.</p>
<p>International Women's Development Agency (IWDA) PO Box 64 Flinders Lane VIC 8009 Australia Tel: +61 (0)3 9650 5574 Fax: +61 (0)3 9654 9877 Online contact form: http://www.iwda.org.au/wp/contact Web: http://www.iwda.org.au/wp/index.php</p>	<p>IWDA is an Australian non-profit organisation that supports positive change for women and their communities in the Asia Pacific region. IWDA works on harmonising gender-sensitive indicators and mobilising discussion around this issue. Examples include a short report outlining a NGO side session at the 49th CSW 2005, featuring discussion around the IWDA report, Gender Indicators – Measuring progress for women: opportunities and challenges. The session report is available at: http://www.iwda.org.au/wp/wp-content/uploads/2006/09/ngo_side_panel_genderindicators.pdf.</p>

<p>Organisation for Economic Co-operation and Development (OECD) 2, rue André Pascal 75775 Paris Cedex 16 France Tel: +33 (0)1 4524 8200 Fax: +33 (0)1 4524 8500 E-mail: stat.contact@oecd.org (statistics) denis.drechsler@oecd.org or johannes.jutting@oecd.org Web: http://www.oecd.org/gender</p>	<p>The OECD has created the Gender, Institutions and Development Database (GID) and carries out ongoing work on gender-disaggregated statistics and measuring gender equality. It also hosts a database of organisations working on indicators and statistics: http://www.metagora.org/html/aboutus/about_inventory.html (search 'gender')</p>
<p>Oxfam International Secretariat Suite 20, 266 Banbury Road Oxford OX2 7DL United Kingdom Tel: +44 (0)1865 339 100 Fax: +44 (0)1865 339 101 E-mail: information@oxfaminternational.org or advocacy@oxfaminternational.org Web: http://www.oxfam.org/en/</p>	<p>Oxfam works on gender-sensitive measurements of change and impact assessment. Oxfam's Beyond Access: Gender Education and Development project has developed a scorecard for measuring gender equality in education: the Gender Equality in Education Index (GEEI).</p>
<p>Siyanda Bridge Institute of Development Studies (IDS) University of Sussex Brighton BN1 9RE United Kingdom Tel: +44 (0)1273 606261 Fax: +44 (0)1273 621202 E-mail: siyanda@ids.ac.uk or a.bannister@ids.ac.uk Web: http://www.siyanda.org</p>	<p>Siyanda is an online database of gender and development materials from around the world. It contains a wide range of resources on gender-sensitive indicators, measurements, methodologies and statistics (search 'indicators'). The site provides summaries of all the resources included in this collection.</p>
<p>United Nations Department of Economic and Social Affairs (UNDESA) – Statistics Division United Nations New York, NY 10017 United States Fax: +1 212 963 9851 E-mail: statistics@un.org Web: http://www.un.org/esa/desa/</p>	<p>UNDESA Statistics Division compiles and disseminates global statistical information; develops standards for statistical activities, and supports countries' efforts to strengthen their national statistical systems.</p>
<p>United Nations Development Fund for Women (UNIFEM) 304 East 45th Street, 15th Floor New York, NY 10017 United States Tel: +1 212 906 6400 Fax: +1 212 906 6705 Online contact form: http://www.unifem.org/about/contact_general.php For various regional telephone, fax and e-mail contacts visit: http://www.unifem.org/about/contact.php Website: http://www.unifem.org/</p>	<p>UNIFEM promotes women's empowerment, rights and gender equality globally. In 2000 UNIFEM launched the Progress of the World's Women series, an assessment of progress made towards gender equality, available at: http://www.unifem.org/resources/series.php?ProductSeriesID=2</p>

<p>United Nations Development Programme (UNDP) Bureau for Development Policy (BDP) Gender Team One United Nations Plaza New York, NY 10017 United States Tel: +1 212 906 5000 Fax: +1 212 906 5364 Email: bharati.silawal@undp.org Web: http://www.undp.org/ or http://www.undp.org/women/index.shtml</p>	<p>UNDP has developed a Gender Mainstreaming Scorecard which combines the measurement of both institutional and programmatic performance on gender mainstreaming. It has also developed gender sensitive and pro-poor democratic governance indicators</p>
<p>United Nations Educational, Scientific and Cultural Organization (UNESCO) Headquarters 7, place de Fontenoy 75352 Paris 07 SP France Tel: +33 (0)1 4568 1000 Fax: +33 (0)1 4567 1690 E-mail: bpi@unesco.org Web: http://www.unesco.org</p>	<p>UNESCO's Gender Mainstreaming Resource Center has carried out work on gender-sensitive statistics and indicators, for example, on gender parity and equality in basic education. This link will take you to the home page of the resource centre: http://portal.unesco.org/en/ev.php-URL_ID=8216&URL_DO=DO_TOPIC&URL_SECTION=201.html</p>
<p>United Nations Population Fund (UNFPA) 220 East 42nd St. New York, NY 10017 United States For various regional telephone and e-mail contacts visit: http://www.unfpa.org/help/contact.htm Web: http://www.unfpa.org/index.htm</p>	<p>UNFPA has worked particularly on monitoring agreements made at the International Conference on Population and Development, 1994, and the Millennium Development Goals. Various UNFPA documents and publications on these themes are available at: http://www.unfpa.org/icpd/index.htm.</p>
<p>The World Bank 1818 H Street, NW Washington, DC 20433 United States Tel: +1 202 473 1000 Fax: +1 202 477 6391 E-mail: research@worldbank.org Web: www.worldbank.org</p>	<p>The World Bank adopted a gender and development mainstreaming strategy in 2001. It has developed a Genderstats database and has recently released the Global Monitoring Report 2007: Confronting the Challenges of Gender Equality and Fragile States, available at: http://go.worldbank.org/YG28BS8BG0.</p>
<p>World Economic Forum (WEF) 91-93 route de la Capite CH – 1223 Cologny/Geneva Switzerland Tel: +41 (0)22 869 1212 Fax: +41 (0)22 786 2744 E-mail: contact@weforum.org Web: www.weforum.org</p>	<p>The WEF aims to promote discussion and targeted action on the status of women across the world and across sectors by engaging business leaders, policymakers and representatives of civil society organisations. It monitors progress through new benchmarking tools that measure the global gender gap.</p>
<p>World Health Organization (WHO) Batiment X, Avenue Appia 20 1211 Geneva 27 Switzerland Tel: + 41 (0)22 791 2111 Fax: + 41 (0)22 791 1585 E-mail: info@who.int For various regional telephone, fax and e-mail contacts visit: http://www.who.int/about/regions/en/index.html Web: http://www.who.int/en/</p>	<p>WHO has developed ethical and safety guidelines for researching domestic violence against women and has undertaken a multi-country study on measuring intimate partner violence against women. For their work on gender, visit: http://www.who.int/gender/en/index.html</p>

<p>Regional</p>	
<p>African Centre for Gender and Development (ACGD) UN Economic Commission for Africa (ECA) PO Box 3001, Addis Ababa Ethiopia Tel: +251 1 443300/01 Fax: +251 1 512785 E-mail: hmejri@uneca.org Web: http://www.uneca.org/fr/acgd/en/1024x768/acgd.htm</p>	<p>ACGD, a division within the United Nations Economic Commission for Africa (UNECA), is the sole regional Women in Development (WID) structure within the UN system in Africa. ACGD/ECA developed the African Gender and Development Index (AGDI) in 2002–4 to provide African policymakers and their partners with an appropriate tool to monitor progress towards gender equality and women’s advancement.</p>
<p>BAIF Development Research Foundation Dr. Manibhai Desai Nagar Off National Highway No. 4 Warje, Pune 411052 India Tel: +91 (0)20 2523 1661 Fax: +91 (0)20 2523 1662 E-mail: baif@vsnl.com or Savita Kulkarni (Swayamsiddha): savitakulkarni@baif.org.in Web: http://www.baif.org.in or http://www.baif.org.in/asp_x_pages/swayamsiddha.asp</p>	<p>The Swayamsiddha project for women and girls in rural India (2000–2005), coordinated by BAIF, aimed to benefit women and their families by empowering them to address their own health and socio-economic needs. The project team developed a user focused monitoring and evaluation system.</p>
<p>European Solidarity Towards Equal Participation (Eurostep) A.I.S.B.L Rue Stévin 115 B-1000 Brussels Belgium Tel: +32 (0)2 231 1659 Fax: +32 (0)2 230 3780 E-mail: admin@eurostep.org Web: http://www.eurostep.org/</p>	<p>Eurostep and its members, who work towards human rights, participatory democracy, peaceful relations, and equality, have particular expertise in gender and new aid modalities.</p>
<p>Social Watch Jackson 1136 Montevideo 11200 Uruguay Tel: +598 2 419 6192 Fax: +598 2 411 9222 E-mail: socwatch@socialwatch.org Web: http://www.socialwatch.org</p>	<p>Social Watch is an international NGO watchdog network monitoring poverty eradication and gender equality. Social Watch has just released the results of the 2007 Gender Equity Index (GEI), available at: http://www.socialwatch.org/en/avancesyRetrocesos/IEG/index.htm</p>
<p>United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) The United Nations Building Rajadamnern Nok Avenue Bangkok 10200 Thailand Tel: +66 2 288 1234 Fax: +66 2 288 1000 Email: unescap@unescap.org Web: http://www.unescap.org</p>	<p>UNESCAP has developed a set of indicators to evaluate regional and international agreements concerned with improving the situation of women and promoting gender equality. The indicators are specifically aimed at assessing implementation of the Beijing Platform for Action by Asian and Pacific countries.</p>

<p>United Nations Economic and Social Commission for Western Asia (ESCWA) P.O. Box 11-8575, Riad el-Solh Square Beirut Lebanon Tel: +961 1 981301 Fax: +961 1 981510 Online contact form: http://www.escwa.org.lb/main/contact.asp Web: http://www.escwa.org.lb/</p>	<p>The ESCWA Centre for Women (ECW), which aims to improve the status of Arab women, has undertaken four Regional Workshops on Gender Statistics in the Arab Countries to date, as part of the Development of National Gender Statistics Programmes in the Arab countries (GSP).</p>
<p>United Nations Economic Commission for Latin America and the Caribbean (ECLAC) Av. Dag Hammarskjold 3477 Vitacura, Santiago Chile Tel: +56 (0)2 210 2000; +56 (0)2 471 2000 Fax: +56 (0)2 208 0252; +56 (0)2 208 1946 E-mail: secepal@cepal.org Web: http://www.eclac.org/</p>	<p>ECLAC provides sex-disaggregated data on the situation of men and women in Latin American and the Caribbean at the national and regional levels.</p>
<p>University of Göttingen, Development Economics Research Group Platz der Göttinger Sieben 3 37073 Göttingen Germany Tel: +49 (0)551 397303 Fax: +49 (0)551 397302 Prof. S. Klasen, Chair in Development Economics E-mail: sklasen@uni-goettingen.de Web: http://www.vwl.wiso.uni-goettingen.de/klasen.html</p>	<p>The University of Göttingen's Development Economics Research Group, chaired by Stephan Klasen, carries out research on poverty and gender inequality in developing countries. Klasen specialises particularly in gender-sensitive international indicators – especially the GDI/GEM.</p>

<p>Bilateral</p>	
<p>Canadian International Development Agency (CIDA) 200 Promenade du Portage Gatineau Quebec K1A 0G4 Canada Tel: + 1 819 997 5006 Fax: + 1 819 953 6088 E-mail: info@acdi-cida.gc.ca Web: http://www.acdi-cida.gc.ca/index-e.htm</p>	<p>CIDA has produced several manuals and guides designed to help staff and others to develop and use gender-sensitive indicators.</p>
<p>The Department for International Development (DFID) 1 Palace Street London SW1E 5HE United Kingdom Tel: +44 (0)20 7023 0000 Fax: +44 (0)20 7023 0019 E-mail: enquiry@dfid.gov.uk Kemi Williams, Equity and Rights Team, Policy and Research Division: K-Williams@dfid.gov.uk Web: http://www.dfid.gov.uk/</p>	<p>DFID has just published its Gender Equality Action Plan, which sets the agenda for achieving faster progress towards gender equality outcomes. DFID has also recently published the Gender Equality (Duty) Scheme which outlines what they intend to do to promote and achieve DFID's overall commitment to gender equality, available at: http://www.dfid.gov.uk/pubs/files/gender-scheme07-10.pdf</p>

<p>Netherlands Development Organisation (SNV) Dr Kuiperstraat 5 2514 BA The Hague Netherlands Tel: + 31 (0)70 344 0244 Fax: +31 (0)70 385 5531 Online contact form: http://www.snvworld.org/irj/portal/anonymous?NavigationTarget=navurl://5b4b19a9577cf2b581b41fbd9ad99b8a# Web: http://www.snvworld.org/public</p>	<p>SNV promotes female leadership and gender mainstreaming in West and Central Africa. It has developed a Manual for Gender Self Assessment.</p>
<p>Norwegian Agency for Development Cooperation (NORAD) PO Box 8034 Dep. 0030 Oslo Norway Tel: +47 2224 2030 Fax: +47 2224 2031 E-mail: postmottak@norad.no Web: http://www.norad.no</p>	<p>NORAD's operational guidelines require gender assessments to be performed for all NORAD-funded development projects and programmes. It has developed guidelines for a Gender Empowerment Assessment (GEA) which records how development projects and programmes affect women and men and helps determine if data is missing, available at: http://www.norad.no/default.asp?V_ITEM_ID=1651</p>
<p>The Swiss Agency for Development and Cooperation (SDC) Head Office Freiburgstrasse 130 3003 Berne Switzerland Tel: +41 (0)31 322 3475 Fax: +41 (0)31 324 1694 E-mail: info@deza.admin.ch Web: http://www.sdc.admin.ch/</p>	<p>SDC's Gender Unit has developed a set of matrices to assist SDC staff and partners in the qualitative interpretation of quantitative data.</p>

Further contacts can be found through searching the Siyanda Experts and Consultants database:
<http://www.siyanda.org/exps/index.cfm>.