

Indicators are “observable signals of status or change that are intended to provide a credible means of verifying results”¹. They help track progress, achievements, and challenges, as well as learn lessons and adjust activities of a programme/project, if necessary. Good indicators are realistic, meaningful, quantitative, qualitative, time-bound.

“**What gets measured gets done**”. Thus, in line with UNDP mandate on gender equality, it is important to include gender sensitive indicators into a programme/project Results and Resources Framework (RRF). **Gender sensitive indicators** help measure the impact of programme/project on women, men, boys, girls beneficiaries and monitor that benefits are shared equally. They take into account that gender roles exist and point to changes in the status and roles of women and men over time. They help illustrate the ways a programme/project affects the gender equality situation in the area that programme/project works.

Whereas, for example, gender statistics yield objective information about women’s and/or men’s status/activities/situation, a gender indicator provides that same information in comparison with some standard, condition or group, (for instance, women in comparison with men, or with another group of women). Such indicators require the collection of data, disaggregated by sex, as well as by age and socio-economic and ethnic groups.

There are numerous typologies of indicators, but the most important division is among quantitative and qualitative indicators. Usually **quantitative indicators** refer to numbers and percentages, are easier to measure and thus more frequent in RRFs. For example:

- Participation of all stakeholders in project identification and design meetings (attendance and level of participation/contribution by sex, age, and socio-economic background).
- Degree of women and men’s inputs into project activities, in terms of labour, tools, money, etc.
- Benefits (e.g. increased employment, social benefits, etc.) going to women and men, by socio-economic background and age.

It is important to enrich RRF with some **qualitative indicators** too, to show the quality, depth and scope of progress. For example:

- Level of participation as perceived by stakeholders through the different stages of the project cycle (by sex, age, and socio-economic background).
- Degree of participation of an adequate number of women in important decision making (adequacy to be mutually agreed by all stakeholders) - to be measured through stakeholder responses and by qualitative analysis of the impact of different decisions.
- Availability of a policy brief on gender aspects of xxx (project area).

Here are examples of **outcome indicators**²:

1. Wage gaps between men and women, disaggregated by rural and urban
2. Women’s access to credit (commercial and micro-credit)
3. Proportion of women subjected to physical or sexual abuse in the last 12 months
4. Proportion of decision making positions (executive, legislative and judicial) occupied by women at national and sub-national levels
5. Proportion of decision making positions in peace building processes which are occupied by women

Here are examples of **output indicators**³:

¹ UNDP Results Based Management - <http://web.undp.org/evaluation/documents/RBMConceptsMethodgyjuly2002.pdf>

² UNDP Strategy Plan 2014-2017, Results and Resources Framework - <https://intranet.undp.org/unit/office/exo/sp2014/SP201417/SitePages/Programme%20Alignment.aspx>

³ Ibid.

1. Number of countries with policies being implemented to promote women's economic empowerment
2. Number of countries that have a legal and/or policy framework in place to prevent and address sexual and gender based violence
3. Number of countries with services in place (including justice and security services) to prevent and address SGBV
4. Number of countries undertaking research and advocacy to advance gender equality and women's empowerment
5. Number of countries with mechanisms in place to collect, disseminate sex-disaggregated data and gender statistics, and apply gender analysis
6. Number of laws and policies in place to secure women's participation in decision making
7. Number of women benefitting from private and/or public measures to support women's preparedness for leadership and decision-making roles
8. Number of active partnerships that target women's access to environmental goods and services
9. Number of countries with targeted measures delivering increased access for women to environmental goods and services