



**Indicators that measure if a project contributes to more gender equality**



# Indicators that measure if a project contributes to more gender equality

Our goal is that all the work that Diakonia supports should contribute to **increased gender equality**. This means that all the projects we support must have:

**Gender analysis** as part of the basis of the project

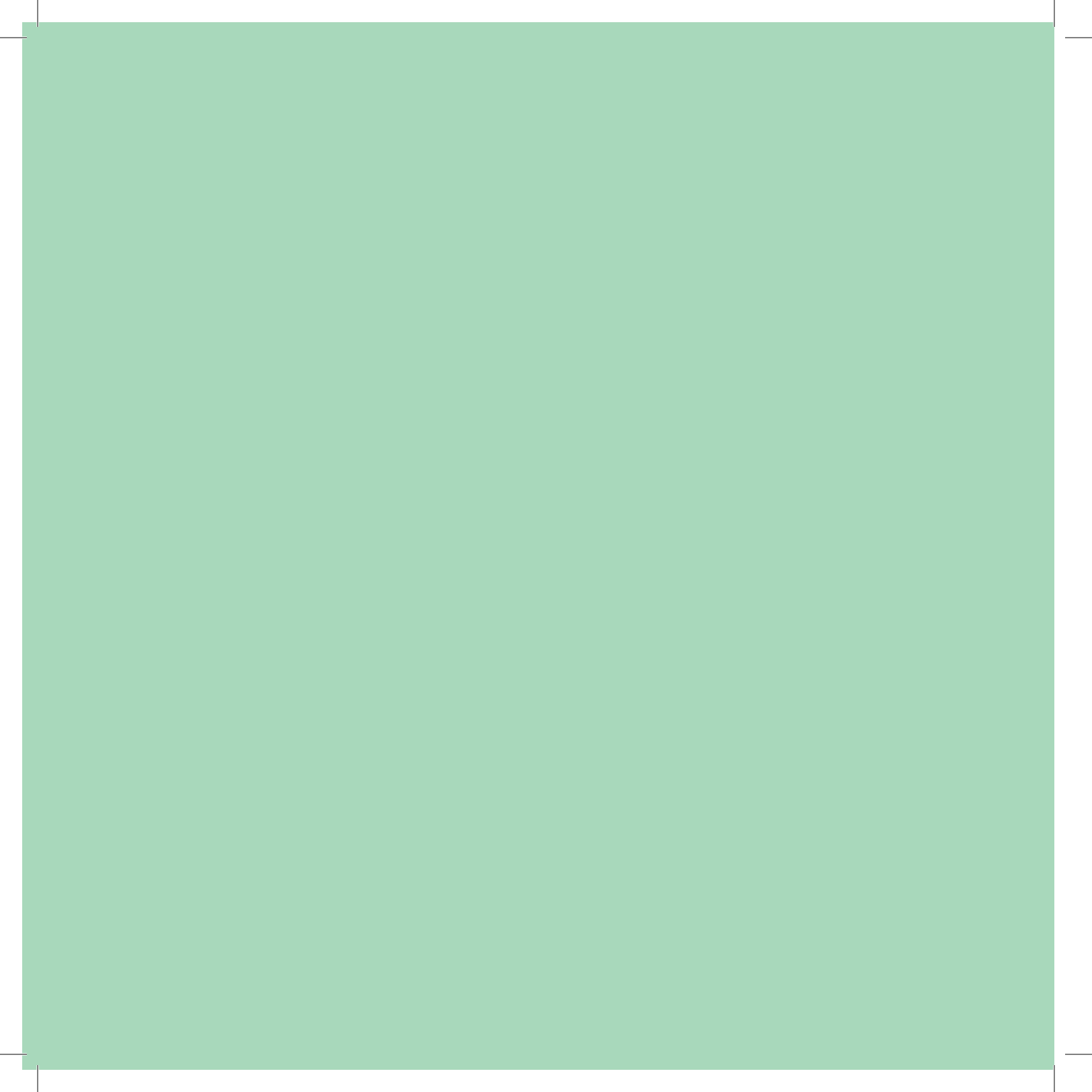
**Objectives** with a gender perspective

**Activities** with a gender perspective

**Indicators** that measure whether the project contributes to increased gender equality

**Monitoring and Evaluation** with a gender perspective

This Tool deals with **Indicators**.



# A project must have indicators that...

...allow us to measure if the project has contributed to increased gender equality.

We say that we want all the projects that Diakonia supports to contribute to **increased gender equality**. How will we know if they do?

Women and men have different roles and responsibilities in all societies. Therefore, women and men do different tasks, have different access to power and resources, different kinds of information, different access to justice, etc. This means that **a project will always impact differently on women and on men, and they will have different possibilities to participate in it**. It also means that **women and men have different needs and interests**.

So any output / outcome / desired result in a project, will mean different things for women and men.

Therefore, if we are going to be able to tell if the result was beneficial for both women and men, we need to make sure that our indicators help us.

# An exercise to help you write indicators:

Look at the outputs / outcomes / desired results in your proposal and ask yourself:

**What questions will I need to ask, in order to know if this output / outcome / desired result has had an impact on gender equality?**

The answers to that question, are your indicators.

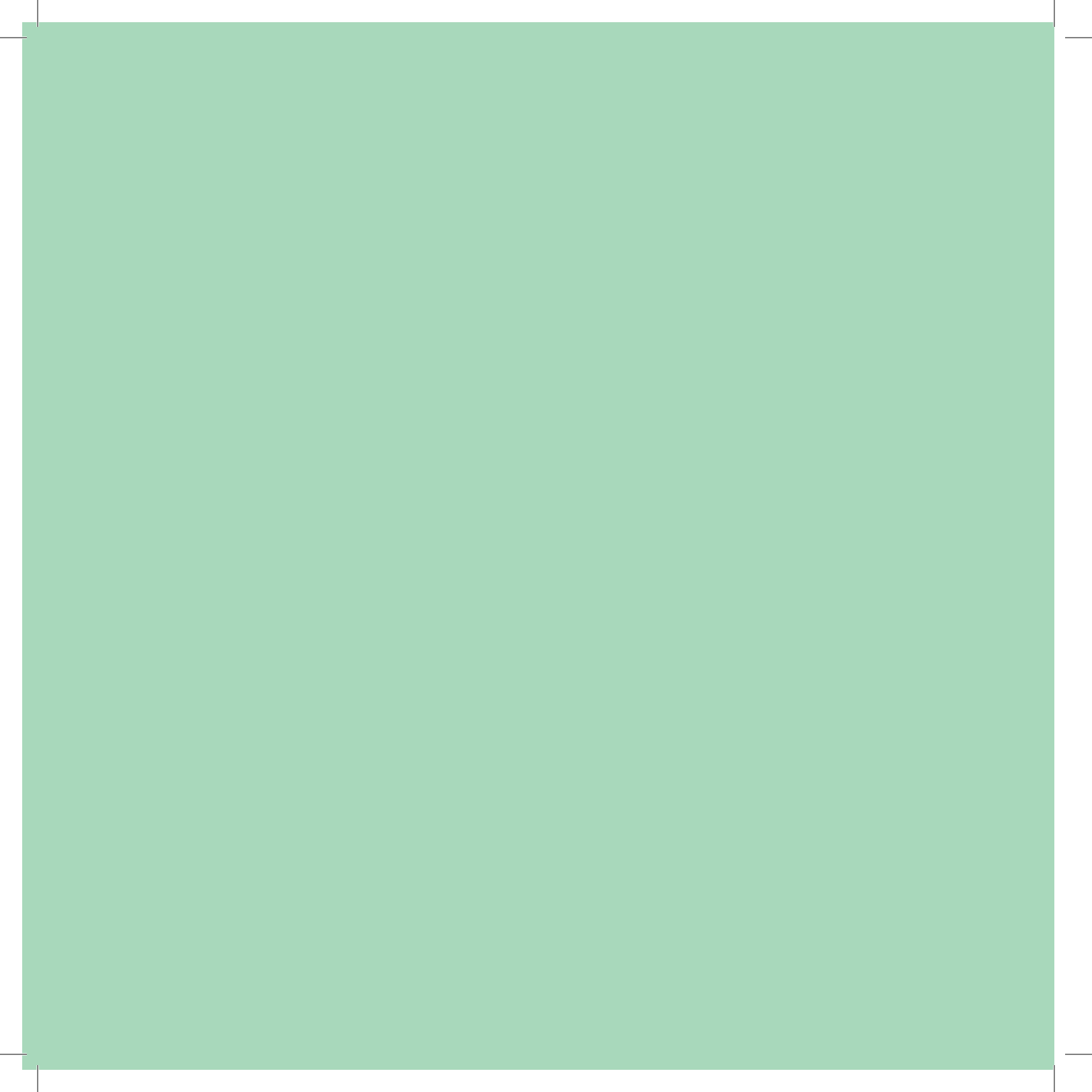
For example:

**1. Gender blind objective 1: Local authorities hold participatory consultation village meetings that capture the concerns of the community.**

(Ask: What questions will I need to ask, in order to know if this output / outcome / desired result has had an impact on gender equality?)

**Examples of possible indicators:**

- Both women and men are able to participate in the consultation meetings.
- Both women and men are able to ask questions and be heard in the meetings.
- Specific meetings have been held beforehand where women can articulate their concerns, and practice how to bring them up in the meetings.
- Both women's and men's concerns are raised in the meetings.
- Meetings take place at a time and place that allows both women and men to participate.
- Men have been sensitised to the importance of women's participation, and actively create space for them.





**2. Gender blind objective 2: Media and traditional leaders are actively promoting engagement and constructive dialogue between local authorities and citizens.**

(Ask: What questions will I need to ask, in order to know if this output / outcome / desired result has had an impact on gender equality?)

**Examples of possible indicators:**

- Media and traditional leaders' awareness of gender issues has increased, and they actively raise those issues.
- Both women and men are skilled and confident to raise their concerns with media and traditional leaders.
- Media and traditional leaders actively work to improve gender equality.

### **3. Gender blind objective 3: Citizens understand and engage in democratic processes.**

(Ask: What questions will I need to ask, in order to know if this output / outcome / desired result has had an impact on gender equality?)

#### **Examples of possible indicators:**

- Both women and men have access to the information that they need in order to engage in democratic processes.
- (If mainly men speak the official language or are literate:) The information needed has been translated into local languages, or has been conveyed verbally in local languages.
- Specific women's meetings are held where women can articulate their concerns, and learn how to advocate for them.
- Women have been supported to build their confidence in order to advocate for their issues.
- Men have been sensitised to the importance of women's participation, and actively create space for them.

#### **4. Gender blind objective 4: Entrepreneurs are organized into trading associations that protect their interests.**

(Ask: What questions will I need to ask, in order to know if this output / outcome / desired result has had an impact on gender equality?)

##### **Examples of possible indicators:**

- Both women and men have the necessary information and skills to be able to participate in the associations on equal terms.
- The associations explicitly identify the concerns, needs and interests of both women and men.
- Men have been sensitised to the importance of women's participation, and actively create space for them.
- The associations explicitly identify gender issues and work to improve gender equality.



[www.diakonia.se/gendermainstreaming-toolbox](http://www.diakonia.se/gendermainstreaming-toolbox)

