## Results-Based Management Tip Sheet 4.1
## Gender Equality

This tip sheet is a companion to the *Results-Based Management for International Assistance Programming at Global Affairs Canada: A How-to Guide*. It expands on the discussion of Gender Equality in the How-to Guide and provides practical tips on the development of gender sensitive outcomes, indicators, baseline data and targets.

### Gender equality outcomes

Gender Equality (GE) outcomes are describable or measurable changes that explicitly address a reduction in gender inequality, or an improvement in gender equality between women and men, girls and boys. A result (or an outcome) is a describable or measurable change that is derived from an project's outputs or lower level outcomes.[1]

To most effectively champion gender equality and the global empowerment of women and girls, Canada will advocate for and support initiatives that:

> Canada's Feminist International Assistance Policy recognizes that supporting gender equality and the empowerment of women and girls is the best way to build a more peaceful, inclusive and prosperous world.

- enhance the protection and promotion of the human rights of women and girls;
- increase the participation of women and girls in equal decision making, particularly when it comes to sustainable development and peace; and
- give women and girls more equitable access to and control over the resources they need to secure ongoing economic and social equality.

The identification of gender equality results begins with a gender-based analysis[2] of the context and logic of the project. The gender-based analysis serves to determine issues that the project needs to address regarding gender inequalities in access and control over resources, women`s participation in decision-making, and human rights of women and girls.  Gender analysis should reveal the gender equality issues and implications related to the intervention area.  This analysis is fundamental to the application of Global Affairs Canada's Feminist International Assistance Policy as it serves to inform the development of a theory of change that is informed by a feminist lens, and through which outcomes are developed for the initiative. This facilitates developing outcomes that address complex issues and incorporate gender equality in a way that takes into account the guiding principles outlined in the Policy on Gender Equality , and in which those outcomes are fully supported by outputs and activities.

### Examples of gender equality outcomes[3]

- *Improved living conditions, especially for women, in poor rural areas of X, Y, and Z regions.* (Ultimate Outcome)
- *Strengthened local government policy commitments and programs to respond to gender-based violence and rights violations in selected rural communities.* (Intermediate Outcome)
- *Strengthened skills in advocacy, negotiation and management for participation in democratic or community management bodies, especially for women.* (Immediate Outcome)

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[1] For a full definition of an "**outcome**", please see Global Affairs Canada, *Results-Based Management for International Assistance Programming: A How to Guide.*

[2] For guidance on gender-based analysis, see Global Affairs Canada's *Policy on Gender Equality*.

[3] The level at which these results would typically fall in the logic model has been indicated where possible. In some cases, such as changes in "access", can fall at either **the immediate or the intermediate outcome level**, depending on the context of the project and its theory of change. See below for more information.

- Increased participation of women in leadership and decision-making in x institution. (Intermediate Outcome).
- *Strengthened capacity of government department X to develop gender-sensitive economic development policies.* (Immediate Outcome)
- *Increased awareness among decision makers on gender equality issues.* (Immediate Outcome)

**Gender-sensitive indicators in the performance measurement framework**

Performance indicators are used in Results-based management to measure progress on expected outcomes. A gender-sensitive indicator can be defined as a quantitative or qualitative unit of measure to gauge changes (outcomes) in gender equality. Sex-disaggregated data is required for all indicators with measures that relate to people. Data should also be disaggregated by age and other factors of identity[4] such as class, race, caste, ethnicity, culture and abilities (where possible). Disaggregating data serves to expose hidden trends by rendering all people visible, particularly marginalized and vulnerable groups that are implicated by an initiative.

When developing gender-sensitive indicators:
- Think of qualitative dimensions such as quality; measuring the numbers of participating women and men is important but it is equally important to select a qualitative indicator to measure women's own perceptions of their ability to participate effectively, equally, and at all levels.
- Choose valid gender equality indicators for each result. Focus on selecting useful information on which you can realistically report.
- Collect data for gender-sensitive indicators in a gender-sensitive manner. This could mean collecting data from women and men, boys and girls, and other identity groups separately.
- Develop project-level indicators in a participatory fashion, with equitable input from stakeholders of both sexes. Sex-disaggregated data is required for all indicators with measures that relate to people.

**Examples of gender-sensitive indicators**
- Ratio of girls to boys in primary education (enrolment, retention and completion rates)
- HIV prevalence among 15-24 year olds (f/m)
- Age (years) of first marriage (f/m)
- %/total pregnancies for under 15 year olds
- %/total time spent per day on collecting water (f/m)

- %/total departments using gender-based analysis in elaborating their annual budget and work plan

- Level of acceptance (X point scale) of a man beating his wife for going out without permission among women and men in community X

- Changes in perceptions (X point scale) among women and men about the value of educating girls and boys

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[4] GAC's Policy on Gender Equality notes the need to provide information on the differences among women and men and the diversity of their circumstances, social relationships and consequent status (e.g. class, race, caste, ethnicity, age, culture and abilities).

NOTE:  The sex disaggregation of all data involving people (e.g. ethnicity, age group, socio-economic status and other categories relevant to the project) is vitally important.  For example, it is impossible to measure changes in women's access to basic services if the data collected during project monitoring does not disaggregate by sex.  Similarly, a project that aims to improve the health of a specific marginalized ethnic group through remote regional health centers would need those centers to collect patient information disaggregated by ethnicity and sex.

## Sex-disaggregated baseline data and targets

Baseline data provides a specific value for an indicator at the outset of a project or program so that meaningful targets can be set within the scope of the project. Gender-sensitive and sex-disaggregated baseline data related to all indicators, not only those indicators that are directly linked to gender equality results, need to be collected early in the design of the project.

Set sex-disaggregated targets for each indicator and include other disaggregated factors as required.  For example, respondents to a satisfaction survey can be disaggregated by sex and age group and this will provide the necessary feedback related to the needs and interests of women, men, girls and boys, adolescent girls, adolescent boys, elderly women and elderly men. The various sex/age group targets would be based on a survey conducted at the beginning of the project. Targets would be set to incrementally increase the level of satisfaction by sex/age group. Other diversity factors could also be included in the disaggregation. Sex-disaggregated targets need to be set high enough to aim for changes in gender equality within the scope and reach of the project for each indicator in the performance measurement framework.  Targets allow us to concretely describe how an initiative will improve the situation for women's/girls' empowerment and/or promote gender equality.