



Global Gender Workshop on NDC Planning for Implementation

Gender Responsive Indicators

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Key questions

How can we ensure indicators are **gender responsive** for NDC project implementation at in different sectors of interest?

What more information is required to make indicators gender responsive?

Can we devise gender responsive indicators for different sectors?

Gender responsiveness refers to outcomes that reflect an understanding of gender roles and inequalities and encourage equal participation, including equal and fair distribution of benefits. Gender responsiveness is accomplished through gender analysis, that informs inclusiveness. Often, we must try to support efforts that **transform unequal gender** relations to promote shared power, control of resources, decision-making, and support for women's empowerment

Part A: Indicators

1. What is a gender responsive indicator?

An indicator can be described as a pointer or a sign of change in something over time. Objectives define what we want to achieve, whereas indicators demonstrate results. An indicator is a:

- Fact
 - Figure
 - Judgment
 - Feeling or perception
- That allows us to measure a change in a situation or condition or confirms progress towards achievement of a specific result.

With a **'gender indicator'** we are trying to measure the impact on men and women and the gap between women and men

With a **'gender responsive'** indicator we are trying to reflect an understanding of gender roles and inequalities and encourage equal participation, including equal and fair distribution of benefits. An indicator describes progress in a sector in measurable terms. However, a **gender responsive indicator** firstly requires that activities are designed to reflect an understanding of inequalities and gender roles, before it can measure equal and fair distribution of benefits.

2. Gender responsive indicators require well thought out activities

We need to consider how to design activities for sectoral actions in climate initiatives, that encourage equal participation, and fair distribution of benefits. When designing activities for a project in a particular sector, we should also consider:

- Is this activity the most appropriate and effective activity for achieving an improvement in gender equality in line with the focus of climate action for the sector?
- Will the activity result in the gap between women and men in the sector decreasing in terms of access, income, labour or power?
- Whilst continuing to address climate change in the sector of focus, could the initiative do more to benefit different disadvantaged groups in the sector?
- Who will be the implementing institution and partners for the activity in the sector, how gender sensitive are the implementing partners?



Thus, activities for a project or a programme should be informed by the results of a gender analysis for the sector. If one group is under represented, consider whether the focus should be on that group. Broadly speaking, if targets are set to reach 50% of male and 50% of females, it is unclear whether or not there are more males or females at the starting point.

3. Types of Indicators

Indicators can be quantitative or qualitative. With **quantitative indicators** we are looking at the change of status of a numeric variable. Some examples:

- Changes in the proportion of adult population owning an asset (e.g. technology), by sex.
- New jobs / increase in employment in a sector by sex, compared to an earlier period.
- Numbers of men and women who participated in a particular initiative related to climate action in the sector.
- Average number of hours spent on paid and unpaid work in the sector combined (total work burden), by sex.
- Number and percentage of personnel in sectoral institutions (government departments or units) who receive training on addressing climate change and gender in the sector.
- Percentage increase take up in credit available for women to purchase technology or inputs in the sector compared to men, and compared to the percentage for women to men 5 years ago.

Qualitative indicators are based on descriptive information. For example, the perceptions or opinions of women and men of the impacts of having forests under community-based protection. Other examples include changes in:

- Attitudes and behaviour towards the uptake of initiative of change in the sector by sex.
- Growth in knowledge and skills on climate change in the sector, by sex.
- Self-reliance, and confidence to continue the initiative in the sector by both men and women.
- Confidence, independence or self-esteem of women and men in the sector to address climate change.
- An increase in contacts and networks in the sector compared to previously.

Quantitative and qualitative indicators can complement and cross-validate each other. Qualitative indicators tend to measure longer term changes and are more detailed. Qualitative changes can be more difficult to measure when responses are not standardized. However qualitative data provides a richness and a depth of information, even if data are more labour intensive to collect.



Qualitative indicators can be transformed to quantitative with descriptive scales. Some examples:

- **Transport** - The perception of both women and men on the use of public transport in municipalities could be ranked on a scale of 1-5.
- **Energy** - Increase in awareness of energy efficient stoves among rural households in xx district xx region on a scale of 1-5
- **Forestry** - The proportion of women and men who perceive that the issuing of certificates to allow reforestation in designated sites is effective could increase from 30 % to 50 % over xxx period of time.
- **Water** - The extent to which senior officials take responsibility for monitoring gender access to water in drought prone and climate change risk areas could be ranked from: completely; to a limited extent or not at all.

In projects and programmes, and for policies, different types of indicators may be required. For example, those that measure:

- Impact
- Outcome
- Output
- Input

Impact indicators relate to the overall goal of climate change initiative or policy. They are measured after an initiative is complete or after some time after a policy is implemented. Impact indicators could include measurement of changes in attitudes, confidence and a sense of empowerment to continue with the climate change initiatives in the sector of focus. For example, if a policy introduces a surcharge or tax on the use of plastic bags or bottles, less littering can be an impact. Impact indicators can also measure the sustainability of an initiative - will it continue independently after a certain time period? Do women and men both have incentives to continue the initiative?

Outcome indicators relate to the overall purpose of the initiative. For example, completion rates or uptake of change or new technologies disaggregated by sex where possible.

Output indicators concern the more immediate results of activities (often during the implementation period). For examples ensuring the services or products the initiative is responsible for delivering, are in place and working. Outputs should be disaggregated by who they are reaching.

Input indicators often relate to the services and activities of the agency involved in initiating or implementing a climate change initiative. We must ensure they are providing resources, or implementing activities in a gender responsive manner. However, some staff require capacity building first, to understand gender inequalities in a sector.



How data is collected for any type of indicator, depends on the indicator, available information and also the available data (including sex disaggregated data) in the sector. Verification sources include:

- Censuses
- Labour force surveys
- Data from household surveys
- Measurement of output and/or income by sex
- Financial records
- Attendance lists
- Administrative records
- Evaluation forms
- Focus groups
- Other.

4. How to develop Gender Responsive Indicators

The following are some suggested steps to develop gender responsive indicators:

- Examine the objectives for the project or initiative to address climate change in a sector
- Are the objectives themselves gender sensitive? See 2 above.
- Determine the activities to reach the objective. Consider whether these activities reach both women and men?
- Consider whether there are useful gender analysis results that could be used to inform initiatives in the sector of focus.
- Retrieve the baseline data to compare with the next achievement and check if there is already sex-disaggregated data to use.
- Identify the indicators that will tell us whether we have undertaken the activity or reached the objective of the initiative or not.
- Set a target and a time frame.
- Is the indicator SMART and Gender Responsive? Is it simple, measurable, attainable, realistic, time bound?
- Consider how indicators can be verified or proven – consider if you can also use qualitative methods.

5. Challenges with gender responsive indicators

The following challenges have been noted with regard to devising and developing gender responsive indicators, and with indicators more broadly:

- Limited capacity to collect sex disaggregated data.
- Sex disaggregated data may be collected, but not analysed (no budget for analysis or limited capacity to analyse).
- Feeling that gender issues are too personal and there is an urgency to tackle climate change technically rather than focus on gender issues.
- Baseline data may be inadequate and not disaggregated.
- Performance on climate change initiatives cannot be measured only in terms of specified indicators.
- Several different indicators may give different views for same result.
- Data can be expensive to collect.
- Indicators are only signals – they often call for a wider level of analysis.

Part B: Sectoral Examples

The following section presents examples of projects in different sectors (energy, transport, forestry, agriculture, water and climate weather information), with some typical sample indicators for those sectors. These are followed by other options for gender responsive indicators.

Energy

Indicative Project 1

The project will assess the availability of finance for investment in renewable energy projects, specifically financial institutions providing financing for renewable energy technologies and types of technologies supported.

Sample indicator 1

- Amount of capital of financial incentives and grants provided for energy efficiency. This indicator will be broken down by sector, institution offering the grant / incentive, industry and consumers.

Another indicator option

- The proportion of financial incentives and grants provided for energy efficiency and renewable energy, including credit services, that are accessible to both women and men

Indicative Project 2

Because more than 70 percent of harvested wood is used for cooking in xxx region, this project aims to promote energy-efficient cooking methods and raise public awareness on sustainable use of natural resources and environmental protection. The project will source and promote energy-efficient cook stoves that use around 60 percent less energy.

Sample indicator 2

- Number of efficient stoves delivered that reduces energy by 60 percent.



Other options for indicators

- Increase in awareness of energy efficient stoves among rural households in xx district xx region on a scale of 1-5.
 - Number of efficient stoves used (rather than distributed) by sex.
 - The changes in the labour burden of women and men (e.g. number of persons reporting a significant reduction in the time spent for collecting fuel).
 - Perception of women with regard to efficiency stoves, rated on a scale.
 - Number of women and men in key decision-making positions within the energy efficiency stove project and number of women and men in key decision-making positions for any project committees at district level.
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Transport

Indicative Project

The transport sector is recognized as an important sector that needs to reduce its carbon footprint. The Ministry has recognized the need for improved transport data collection. To ensure that data is consistent and covers all transport sub-sectors required for successful modelling, periodic and recurring data collection processes have to be established. It is also recognized that the ministry should regularly and consistently archive and update target data.

Sample indicators

- Per capita fuel consumption vehicle miles per person per day.
- Percentage use of public transport in municipalities.

Other options for indicators

- Male and female usage of public transport in the municipalities.
 - Cost of public transport for male and females as a percentage of average income.
 - The perception of both women and men on the use of public transport in municipalities ranked on a scale of 1-5.
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Forestry

Indicative project

A large-scale review of licensing, and permits awarding in the forestry sector is required in xxx country leading to measures to encourage reforestation.

Sample indicators (per annum)

- Number of certificates issued to allow reforestation in designated sites.
- Number of agreements signed with nurseries to provide seedlings for certified saplings.
- Number of jobs created per annum in the forestry sector.
- Number of hectares of forest under community-based protection.

Other options for indicators

- Number of jobs created per annum by sex.
- Number of certificates issued to allow reforestation in designated sites by sex or type of household.
- The proportion of women and men who perceive that the issuing of certificates to allow reforestation in designated sites is effective increased from 30 % to 50 % over two years.
- The perceptions of women and men of the impacts of having forests under protection.
- The number of women in leadership and decision-making roles or positions in the community where forests are under community-based protection.
- The number of people in the community participating in nurseries to provide seedlings for certified saplings as a result of the project, with the numbers disaggregated by sex.
- The ability (and techniques used) of communities in the designated sites to moderate and prevent conflict amongst each other.

Agriculture

Indicative Project

Conservation agriculture (CA) has been proposed for smallholder farmers in xxx region for more sustainable agricultural production. CA combines the following principles: (1) reduction in tillage, (2) retention of adequate levels of crop residues and soil surface cover, (3) use of crop rotations. These are applicable across a range of crop production systems. CA is viewed as a means to mitigate and adapt to climate change. This project expects to scale out modified community-based CA in 80 districts through workshops and training.

Sample indicators (per annum)

- Number of districts practicing conservation agriculture.
- Percentage of area of crops planted using CA.
- Percentage increase in crop production from conservation agriculture.
- Percentage of women applying CA practices learnt in project-sponsored workshops.

Other options for indicators¹

- Perceptions of women and men on the effectiveness of conservation agriculture and the benefits that would accrue from its adoption.
- The rate of participation of men and women per district engaging in conservation agriculture over time and rates of dis-adaption.
- Percentage change in crop yield per hectare and year as result of conservation agriculture with figures disaggregated by female-headed households and male-headed households.
- Number of work hour increases or decreases for particular crop activities as a result of project training activities to scale out modified community-based conservation agriculture.

Water

Indicative project

The project aims to improve access to water for 40 percent of the population living in drought prone and climate change risk areas (10 districts).

Sample indicator (per annum)

- Percentage of population in climate change risk areas with better access to water.

Other options for indicators

- The number of individuals participating in functional water associations as a result of the project, with the numbers disaggregated by sex
- The changes in the labour burden of women and men as a result of project activities (e.g. number of persons reporting a reduction in the time spent for collecting water-hours per day).
- The extent to which senior officials take responsibility for monitoring gender access to water in drought prone and climate change risk areas (ranked from: completely; to a limited extent or not at all).

¹ See also FAO <http://www.fao.org/climate-smart-agriculture-sourcebook/enabling-frameworks/module-c6-gender/chapter-c6-5/en/>

Climate weather information /early warning

Indicative project

This project is developing and implementing an early warning system so communities and individuals threatened by hazards can act in sufficient time to reduce the possibility of personal injury, loss of life and damage to property. An effective communication with communities so they can respond effectively to the warning is to be put in place. Early warning system channelled from the meteorology office should reach local government and communities. This project also intends to enhance climate services for better weather information management and ensure such weather information reaches disaster prone communities.

Sample indicators (per annum)

- At least one person per designated community in the 30 disaster prone districts can aggregate the information coming from the central system and communicated to the at-risk population.
- Number of early warning systems in place.
- Percentage of farmers received information from early warning systems.

Other options for indicators

- The number of women and men who report they have regular access to weather and climate information services in the 30-disaster prone districts, and make use of them.
- Percentage of male/female farmers who receive information from the system.
- Perception of men and women on the information received from the system (do they trust it, is it the right channel etc..) rated on a scale of 1-5.
- The ratio of female to male mediators designated communicators across the districts.