

Gender-Responsive Monitoring and Evaluation Indicators

1) Monitoring of Disarmament

Key Questions to Ask:

1. To what extent did the Disarmament programme succeed in disarming female ex-combatants?
2. To what extent did the Disarmament programme provide gender-sensitive and female-specific services?

Key measurable indicators
1) # of FXC who registered for disarmament programme
2) % of weapons collected from FXC
3) # of female staff who were at weapon collection and registration sites (e.g. female translators, military staff, social workers, gender advisors)
4) # of information campaigns conducted specifically to inform women and girls about DDR programmes

2) Monitoring of Demobilization

Key Questions to ask:

1. To what extent did the demobilization programme succeed in demobilizing female ex-combatants and supporters?
2. To what extent did the demobilization programme provide gender-sensitive and female-specific services?

Key measurable indicators
1) # of FXC and FS who registered for demobilization programme
2) % of FXC and FS who were demobilized (completed the programme) per camp
3) # of demobilization facilities created specifically for FXC and FS per camp (e.g. toilet, clinic)
4) % of FXC, FS, and FD who were allocated to female-only accommodation facilities
5) # of female staff in each camps (e.g. female translators, military staff, social workers, gender advisors)
6) # of gender trainings conducted per camp
7) Average length of time spent in gender training
8) # of FXC, FS, and FD who participated in gender training
9) # and level of Gender-Based Violence reported in each demobilization camp
10) Average length of stay of FXC and FS at each camp
11) % of FXC, FS, and FD who received transitional support to prepare for reintegration (e.g. health, food, living allowance, etc)
12) % of FXC, FS, and FD who received female-specific assistance and package (e.g. sanitary napkins, female clothes)
13) % of FXC, FS, and FD attending female-specific counselling sessions
14) Average length of time spent in counselling for victims of GBV
15) # of childcare services per camp
16) % of FXC, FS, and FD who used childcare services per camp
17) Existence of medical facilities and personnel for childbirth
18) % of FXC, FS, and FD who used medical facilities for childbirth

3) Monitoring of Reintegration

- **Key Questions to ask:**

1. To what extent did the reintegration programme succeed in reintegrating female ex-combatants, supporters, and dependants?
2. To what extent did the reintegration programme provide gender-sensitive and female-specific services?

Key measurable indicators
1) # of information/media campaigns conducted in each community to inform community members of issues associated with FXC, FS, and FD
2) # of information/media campaigns conducted in each community to inform female community members (e.g. wives of male ex-combatants) of benefits
3) # of FXC, FS, and FD who registered for reintegration programme
4) % of FXC, FS, and FD who returned to their home community
5) % of FXC, FS, and FD who went to new places rather than home community
6) # of female-specific transportation services
7) % of FXC, FS, and FD who used those transportation services to return to community
8) # of vocational trainings implemented for FXC, FS, and/or FD
9) % of FXC, FS, and FD who registered for vocational training
10) Average length of time spent in vocational training
11) % of FXC, FS, and FD who completed vocational training
12) % of FXC and FS incorporated into the national army or police
13) % of FXC, FS, and FD who gained the ownership of land and/or other property
14) # of micro-credit projects implemented for FXC, FS, and/or FD
15) % of FXC, FS, and FD who received micro-credit
16) % of FXC, FS, and FD who started income generating activities based on the micro-credit
17) # of literacy programmes implemented for FXC, FS, and/or FD
18) % of FXC, FS, and FD who completed the literacy programmes
19) # of childcare services created for FXC, FS, and FD (so that they can attend trainings)
20) % of FXC, FS, and FD who use the childcare services
21) # of community-based reintegration rituals/ceremonies conducted for FXC, FS, and FD
22) % of FXC, FS, and FD who attended community-based reintegration rituals/ceremonies
23) # of female staff in each community (e.g. female translators, social workers, gender advisors)
24) # of support networks created by FXC, FS, and FD
25) % of FXC, FS, and FD who joined support networks

4) Gender-Responsive Monitoring of Process

- **Purpose of Evaluation:** to examine if and to what extent DDR programmes meet the needs of female ex-combatants, supporters, and dependants, and to examine the level of participation of women
- **Process:** 1) reaching the right target population, 2) meeting the needs of stakeholders, 3) the dynamics of participation of stakeholders
- **Gender Dimensions of Process:** 1) Reaching female target population, 2) meeting the needs of women and girls, 3) equal participation of women and women's organizations
- **Data Collection Frequency:** Every 3 weeks during the implementation of the programme
- **Key Questions to ask:**
 1. To what extent did the DDR programme meet the needs of female ex-combatants, FAAGF, and dependants?
 2. To what extent did the DDR programme promote the participation of women and women's organizations at each stage of the programme?

Key measurable indicators
1) Level of satisfaction (ranking) among FXC, FS, and FD who received benefits and services from the programmes
2) Level of satisfaction (ranking) among programme staffs, including gender advisors
3) # of and level of complaints that programme staff received from FXC, FS, and FD
4) % of female participants at the peace process/negotiation (should be at least 30% - internationally agreed)
5) % of female participants at the risk/need assessment
6) # of FXC, FS, and FD who were interviewed during the risk/need assessment
7) # of local women and/or women's organizations that were interviewed by programme staff to collection information on trading routes and hidden small arms and light weapons
8) # of women's organizations who participated in monitoring weapons collection and destruction
9) # of female leaders and women's organizations that participated in the planning and/or implementation of reintegration programme
10) # of DDR programme meetings that included female leaders and women's organizations

5) Gender-Responsive Evaluation of Outcomes/Results

- **Purpose of Evaluation:** to examine the contribution of DDR programmes to the creation of security for female ex-combatants, FAAGF, and dependants
- **Outcomes & Intermediate Results:** 1) Capacity Building of ex-combatants and community members, 2) Human Security, 3) Social Capital
- **Gender dimensions of Outcomes:** 1) Reduction of gender-based violence and discrimination against women and girls, 2) Human Security for women and girls, 3) Capacity building of female ex-combatants, FAAGF, and dependants
- **Data collection Frequency:** every 3 month upon the completion of programme
- **Key Questions to ask:**
To what extent did the DDR programme increase human security (physical, psychological, economic, social, political, cultural) for female ex-combatants, FAAGF, and dependants?

Key measurable indicators (compare to the baseline data)
1) % change in the number of female deaths, injuries, abductions, rape, domestic violence cases reported among FXC, FS, and FD
2) % change in the number of FXC, FS, and FD who initiated and are maintaining income generating activities
3) % change in the number of FXC and FS who joined police services
4) % change in the number of FXC, FS, and FD who are participating in peace-building activities
5) % change in the number of FXC, FS, and FD who have access to health services (including counselling, contraceptives, family planning)
6) % change in the number of FXC, FS, and FD who are participating in political activities
7) % change in the number of FXC, FS, and FD who are participating in cultural activities
8) % change in the number of FXC, FS, and FD who are participating in public/community meetings
9) % change in the number of FXC, FS, and FD who have a higher level of self-confidence
10) % change in the HIV and other STD infection rate among FXC, FS, and FD
11) % change in the number of FXC, FS, and FD who feel safe to live in their community
12) % change in the number of FXC, FS, and FD who feel threatened by something or someone
13) % change in the number of FXC, FS, and FD who feel a sense of belonging to their community

6) Gender-Responsive Evaluation of Impact

- **Purpose of Evaluation:** to examine 1) the impact of DDR on empowerment of female ex-combatants, FAAGF, and dependants; 2) the contribution of DDR programme towards the creation of gender-responsive community development
- **Impact/long-term goals:** 1) Community Development, 2) Sustainable Peace
- **Gender dimensions of Impact:** 1) Gender Equality in Community Development & Peace, 2) Empowerment of Women
- **Data Collection Frequency:** every 6 months for at least 1-3 year after the completion of the programme
- **Key Questions to ask:**
 1. To what extent did the DDR programme empower female ex- combatants, FAAGF, and dependants?

 2. To what extent did the Reintegration programme promote a creation of gender-responsive community development?

Key measurable indicators (compared to the baseline data)
1) % change in the number of FXC, FS, and FD who vote or/and stand for national and local elections within the concerned country
2) % change in the employment rate among FXC, FS, and FD (both formal and informal sectors)
3) % change in literacy rate among FXC, FS, and FD, and their children
4) % change in disposable income among FXC, FS, FD, and their household
5) % change in the number of FXC, FS, and FD who are the members of any type of association, including women's NGOs and ex-combatant support networks
6) % change in the number of FXC, FS, and FD who are involved in implementation/management of community development programmes
7) % change in the number of women's organizations that receive(d) reintegration assistance and implement development-related programme/project(s)
8) % change in the number of female-specific development programmes supported by reintegration assistance to meet the needs of women and girls
9) % change in the number of females who receive development programmes through reintegration assistance
10) % change in the number of communities with a high return rate of ex-combatants receiving reintegration assistance
11) % change in number of awareness campaign on women's human rights and GBV supported by reintegration assistance
12) Community perception of FXC, FS, and FD
13) Community perception of women's human rights and GBV

7) Gender-Responsive Evaluation of Budget (Gender-Responsive Budget Analysis)

- **Purpose of Evaluation:** to examine the level of gender mainstreaming in DDR budget
- **Budget:** Allocation of resources, balancing revenue and expenditure, cost efficiency
- **Gender dimensions of budget:** 1) allocation of sufficient resources for female-specific interventions and gender-related interventions such as gender training, 2) equal treatment of male and female ex-combatants in the overall programmes, 3) participation of women and women’s NGOs in budgetary processes
- **Data Collection Frequency:** Every stage of budget cycle (preparation, approval, appreciation, auditing, revision, reporting)
- **Key Questions to ask:**
 1. To what extent did the budget specify female-specific and gender-related activities, the inputs, and the cost?
 2. To what extent was the allocation of resources adequate to effectively implement female-specific and gender-specific activities?
 3. To what extent did gender specialists/advisors and women’s organizations participate in the process of budget cycle (e.g. preparation, auditing)?

Key measurable indicators	
1)	% of resource allocation for general activities
2)	% of resource allocation for female-specific activities
3)	% of resource allocation for gender-related activities (e.g. gender training)
4)	% of resource allocation for gender specialists and advisors (compared to other staff)
5)	# of donors that specify the use of funds for female-specific activities and/or gender trainings
6)	Unit Cost of each activity for 1)-4)
7)	Unit Cost of each input for each activity
8)	Duration of each activity
9)	% of activities that were successfully completed
10)	% of activities that could not be completed due to the lack of resources
11)	% change in the number of women’s organizations and gender advisors who participated in budget meetings at each stage of budget cycle, including auditing
12)	# of budget meetings attended by women’s organization and gender advisors/specialists
13)	% of budget revision on the advice of women’s organizations and gender advisors/specialists

8) Evaluation to Assess the Level of Gender Mainstreaming in Programme Management

- **Purpose of Evaluation:** to examine the level of gender mainstreaming in each DDR programme/project cycle and its management
- **Programme/Project Cycle:** 1) situational analysis & need assessment, 2) project design, 3) project appraisal, 4) secure funding, 5) project implementation, 6) Monitoring and Evaluation (M&E)
- **Gender dimensions of project cycle:** 1) assessment of women and girls participation, 2) gender-responsive project design and M&E, 3) understanding & implementation of gender mainstreaming among programme staffs
- **Data Collection Frequency:** Every month during the implementation of programme, and before and after the implementation of programme
- **Key Questions to ask:**
To what extent was gender mainstreamed in the DDR programme management and its project cycle?

Key measurable indicators
1) % of staff who have participated in gender training
2) % of staff who have used gender analysis framework in need assessment, situational analysis, or/and evaluation
3) % of staff who have interviewed girls and women for need assessment, situational analysis, or/and evaluation
4) % of staff who have worked with local women's organizations
5) % of staff who are in charge of female-specific interventions and/or gender training
6) % of the programme meetings attended by local women's organizations and female community leaders
7) % of staff who have conducted gender analysis on the DDR programme budget
8) % of indicators and data disaggregated by gender
9) % of indicators and data that reflects female specific status and/or issues
10) # of gender trainings conducted for DDR programme staff
11) % of staff who are familiar with SC Resolution 1325
12) % of staff who are familiar with gender issues associated with conflicts (e.g. GBV, human trafficking)
13) % of training specifically aimed at understanding gender issues and usage of gender analysis frameworks for those who conduct monitoring and evaluation
14) distribution of guidelines or manual for gender analysis and gender mainstreaming for DDR programme management