

DEVELOPING GENDER SENSITIVE INDICATORS¹

Gender monitoring indicators should be established at the project initiation stage, so that they are built into the project's operational procedures and form part of the monitoring plan. They will help ensure that gender is explicitly addressed within the project.

There are two categories of indicators: quantitative and qualitative.

- *Quantitative* indicators measure amounts, e.g. percentage change in the number of women working in the electricity utility over the last 10 years.
- *Qualitative* indicators measure viewpoints, judgements and perceptions of women and men. The data gathered to measure this type of indicator can also show important perspectives on the effectiveness of a project – offering in-depth examination of, and insights into, social processes, for example, why a particular intervention did or did not work.

The two sorts of indicators should be seen as complementary and as measuring different aspects of the same situation. Indicators are more useful if they are easy to verify. Therefore when developing an indicator, define how it will be measured, both in terms of method and frequency, and how realistic is this in terms of time and cost.

Approach

The data for quantitative indicators are usually collected by sample surveys. This type of data can clearly identify gender gaps, for example, differences in the number of women working in technical positions in utilities. However, care needs to be taken with inferences drawn from the data.

The data for qualitative indicators is generally collected through interviews and participatory data gathering methods which make data more costly to collect and so can result in smaller sample sizes than a survey using quantitative methods for the same amount of money. The increasing use of Participatory Poverty Assessments as part of PRSP processes is increasing familiarity with these methods and helping to overcome scepticism.

Sources of Information

Internal Discussion Task Team. Participatory process with key stakeholders, household energy surveys.

Method

Indicators can be system related, measuring use and benefit from the energy provided by the project, or development related, measuring impacts of the energy intervention on men and women's lives.

Develop an indicator for each gender goal. Depending on the target beneficiaries, the indicator may refer only to women or it may refer to men and women. The table below gives examples of the four types of gender goals, with an example of the possible energy intervention to meet the goal, an expected development impact and a possible indicator.

¹Skutsch, Margaret and Clancy, Joy and Leeuw, Hanke (2006) *The Gender Face of Energy : A Training Manual Adapted to the Pacific Context from the ENERGIA Commissioned Training Manual*. Pacific Islands Applied Geoscience Commission

Online Resources for Integrating Gender into Energy Operations

Step 2: Gender Action Plan Resources | Results and M&E Tools

Available on www.ESMAP.org

Gender goal	Example energy intervention	Development impacts expected	Example indicator
<ul style="list-style-type: none"> <i>Women's welfare:</i> Reduced drudgery and time saved in fuelwood collection 	LPG program	Women's drudgery reduced	Time spent in fetching water and fuel
<ul style="list-style-type: none"> <i>Productivity of women:</i> Women should be able to devote more time to productive activities 	Water pump and grain mill installed	Women's income and status increase	Number of active businesses run by women
<ul style="list-style-type: none"> <i>Empowerment for women:</i> Girl children should have as much education as boys 	LPG program Water pump installed	Girls educational achievements improve	Number of girls and boys attending school
<ul style="list-style-type: none"> <i>Organisation Efficiency</i> Women and men should be given equal opportunity to participate 	Solar lighting programme implemented by local companies	Women establish solar lighting businesses	Number of companies headed by women and men