



## Indicator Tip Sheet

### WPHF Impact Area 5: Protection of Women & Girls

The following tip sheet provides guidance to WPHF grantees on the required indicators to be used for WPHF Impact Area 5: Protection of Women and Girls. It also provides other suggested indicators and gives some general guidelines around the use of indicators, baselines, and targets, and means of verification<sup>1</sup>.

#### Results Framework

The impact statement is: ***Enhanced safety, security and mental health of women and girls' and their human rights respected.***

You must use this statement at the impact level and select from the list of required indicators (see definitions in next section). You must also develop your own outcome statement(s), output statement(s) and indicators<sup>2</sup> as relevant to your projects.

Expected Results	Indicators	Means of Verification/Sources	Activities	Budget
<b>Impact</b> Enhanced safety, security and mental health of women and girls' and their human rights respected <sup>3</sup>	Select at least two (2):  5.1. Number and percentage of CSOs, that report having greater influence and agency to work on ending sexual and gender-based violence (SGBV) <sup>4</sup>  5.2. Degree to which social accountability mechanisms are used by civil society in order to monitor and engage in efforts to end SGBV  5.3. Number of local women's organizations, CSOs or autonomous social movements coordinating efforts to end SGBV	CSO Sample Survey or Interviews  Document Review, Interviews or Observation  Document Review or Interviews		

<sup>1</sup> A separate monitoring and evaluation guide will be provided to all grantees which provides more in-depth technical guidance on monitoring and evaluation approaches, including how to develop a results framework.

<sup>2</sup> There should be a balance between quantitative and **qualitative** indicators in your results framework. Qualitative indicators allow you to explore in-depth the experiences, opinions and perceptions of individuals and groups and help to explain 'how' and 'why' changes have occurred.

<sup>3</sup> The **impact** is the longer-term change of the project that is expected to occur as a result of the outcome(s) being achieved. It does not mean the change has to occur at the national level. The extent of the impact is up to you.

<sup>4</sup> **SGBV** is the umbrella term for any harmful act of sexual, physical, psychological, and emotional abuse that is perpetrated against someone based on their gender and unequal power relationships. It can include a wide variety of forms of violence such as rape, harassment, coercion, exploitation, forced early marriage, intimate partner violence or domestic violence, trafficking, female genital mutilation, etc.

Expected Results	Indicators	Means of Verification/Sources	Activities	Budget
<b>Outcome(s)<sup>5</sup></b> Develop outcome statement(s) based on your project.	Include both reach indicators at the outcome level:  R1. Number of people directly benefiting from the response (by sex, age group, or other variables <sup>6</sup> )  R2. Number of people indirectly benefiting from the response  <b>AND</b> develop 1-2 additional indicators for each outcome that captures the change of your project.	Document Review/ Participant Lists  Document Review/ Estimation <sup>7</sup>  To be determined by the grantee		
<b>Output (s)<sup>8</sup></b> Develop a set of outputs for <u>each</u> outcome.	Develop 1-2 indicators for each output	To be determined by the grantee for each indicator	For each output, list your activities	For each output, enter the budget amount

## Required Indicators

As WPHF grantees, you are required to use a set of standard indicators (see Table 1) in order to facilitate global reporting and articulation of the impact and reach of your projects .

Therefore, you must select:

- **At least two** impact level indicators; and
- **Both** reach indicators (direct and indirect beneficiaries)

You can add additional indicators, as relevant to your project. A good rule is to have no more than three (3) indicators per outcome and output statement.

**Table 1: Indicator Definitions (Required Indicators)**

Required Indicators	Definitions
<b>Impact Indicator 5.1</b> Number and Percentage of CSOs, that report having greater influence and agency to work on ending SGBV	This is a quantitative indicator and refers to the number of CSOs (including your organization) that feel they have increased agency to work on or contributing to ending sexual and gender-based violence (SGBV) within conflict or emergency contexts.  Agency refers to having increased influence, contribution, participation, or leadership in decision making in prevention and response of SGBV. It also refers to the ability of organizations to take collective action, exercise their voice and to define goals and act upon them.  This can include the ability of your organization or other CSOs in changing community attitudes on VAWG, in successfully advocating for new commitments by local or regional governments towards prevention and/or response to SGBV,

<sup>5</sup> **Outcomes** are the medium-term changes that are expected to occur because of completed outputs. You can have one outcome or multiple. A maximum of 2 outcomes is a good rule. An example of an outcome statement is *“Increased coordination of local stakeholders in implementing conflict prevention mechanisms”*.

<sup>6</sup> Other variables (or **disaggregation**) can include disability, IDPs or refugees, women-headed households, etc., if needed.

<sup>7</sup> See Indirect Beneficiary definition

<sup>8</sup> An **output** is concrete deliverable, product or service provided as a result of activities implemented. An example of an output statement is: *“Access to information for women and girls on SGBV prevention and response is provided”*.

Required Indicators	Definitions
	<p>contributing to local ordinances, or in demanding justice or services for survivors. It can also be demonstrated by being consulted by authorities or service providers for advice and expertise, or by leading on new mechanisms to protect women and girls in conflict and humanitarian settings, etc.</p> <p>Where applicable, disaggregate the indicator by the type of organization. For example, a women-led organization, youth-led organization, disability-focused organization, or other types of organizations.</p> <p>You can report the total ‘number’ and are not required to use the unit of ‘percentage’. If you wish to provide a percentage, in addition to the number, this is calculated by dividing the total number of CSOs reporting greater influence and agency, divided by the total number of CSOs in the target area. For example, 28% (5 out of 18 CSOs). Using a survey is one option to collect information on this indicator</p> <p>If you are not working directly with CSOs, you may want to make a modification to the indicator and measure the “Number or percentage of women who report greater agency in addressing SGBV”, or add an additional qualitative indicator to describe the changes within an organization, including your own.</p>
<p><b>Impact Indicator 5.2</b> Degree to which social accountability mechanisms are used by civil society in order to monitor and engage in efforts to end SGBV</p>	<p>This is a qualitative indicator which shows how much certain mechanisms are used, to hold local authorities and government accountable and reduce the risks of SGBV as a result of conflict or humanitarian settings. These are mechanisms that your organization or other CSOs may be promoting. You can use a scale (1-5) to show how much these mechanisms may be used.</p> <p>Some examples of social accountability mechanisms are: community monitoring systems, use of community or service delivery score cards, gender-based analysis on the drivers of SGBV in conflict and humanitarian settings, and task-forces or special tribunals and working groups on reducing SGBV.</p> <p>Other mechanisms could include emergency funds for conflict/crisis affected survivors, participatory planning, and gender-based budgeting, information systems at health and legal service points, anonymous tip lines or mobile reporting, or special mechanisms that target more marginalized groups. Social accountability mechanisms can take a variety of forms, based on the context.</p> <p>Please note that reporting an increase in the number of people using services alone may not necessarily demonstrate effectiveness, as it could mean there is an increase in cases, or if there is a decrease in reporting, it could mean that there is a fear of reporting.</p>
<p><b>Impact Indicator 5.3</b> Number of local women’s organizations, CSOs or autonomous social movements coordinating efforts to end SGBV</p>	<p>This is a quantitative indicator which counts the total number of organizations (including your own) or movements supported by the project, which coordinate together and work jointly to end SGBV within conflict or emergency contexts.</p> <p>Coordinating or working jointly for interventions to end SGBV can include developing advocacy statements, participating in decision-making processes, conducting joint local or national campaigns towards improved protection and access to services, engaging male advocates, collaborative events with other women’s organizations and CSOs, or successful advocacy for new commitments by local or regional governments towards prevention. Interventions aim to changing attitudes of duty bearers or influencers to end SGBV.</p> <p>Where applicable, disaggregate the indicator by the type of organization. For example, a women-led organization, youth-led organization, disability-focused organization, or other types of organizations.</p>
<p><b>Use BOTH Reach Indicators. Place your reach indicators at the Outcome level</b></p>	
<p><b>Reach Indicator 1:</b> Number of people directly benefiting from the response</p>	<p>Direct beneficiaries refer to the individuals, groups, or organizations, which benefit directly from your intervention, or who are the direct recipients of your activities and are explicitly stated in the output and outcome statements of the results framework. Direct beneficiaries and the target groups are the same.</p>

Required Indicators	Definitions
(by sex, age group, or other variables)	Direct beneficiaries must be disaggregated by sex and age group (under 18 years old and over 18 years old). Other disaggregation can be included (e.g. disability, refugees or host community members, women-headed household, stakeholder, etc.), if needed.
<b>Reach Indicator 2:</b> Number of people indirectly benefiting from the response	<p>Indirect beneficiaries refer to individuals, groups or organizations who are not the direct target of your interventions as outlined in the results framework but are indirectly affected by your activities. They could be other members of the community, or family members who benefit positively from interventions of direct beneficiary participation.</p> <p>The calculation of indirect beneficiaries is usually done by taking an average family size and multiplying by your direct beneficiaries. While this may create double counting, using a smaller average size will help. For example, if the average family size is 5 and the direct beneficiaries is 100, you would multiply 5 x 100 = 500.</p> <p>Indirect beneficiaries do not need to be disaggregated.</p>

### Other Suggested Outcome Indicators

The following outcome indicators are only suggestions to help guide you when defining your indicators for the outcome level. They are not mandatory.

Suggested Outcome Indicators	Definitions
Number of women, men, girls and boys who have accessed gender responsive health, psychosocial and legal support	<p>This is a quantitative indicator and counts the total number of women, men, girls, or boys who have used support services which are responsive to their needs and support their protection. This can include health services such as sexual and reproductive health services, psychosocial services such as counselling, or legal counselling, or referrals for health or justice services in relation with SGBV.</p> <p>Data for this indicator is often available from health facility service statistics or legal clinics.</p> <p>This indicator should be disaggregated by sex and age group (over 18 years and under 18 years), whenever possible.</p>
Types of mechanisms strengthened for the safety, security and mental health of women and girls	<p>This is a qualitative indicator and describes the types of mechanisms that have improved.</p> <p>Mechanisms can include health services, legal or justice services, psychosocial services, referral systems, or other processes that directly support the safety and mental health of women and girls during conflict or humanitarian contexts. Other examples could be community monitoring mechanisms to identify and support women and girls who have been victim to violence, mechanisms to respond to the basic needs of women and households as a result of conflict or humanitarian crisis.</p>
Number of women human rights defenders/women peace builders who have access to support systems	<p>This is a quantitative indicator and counts the total number of women human rights defenders (WHRDs) or peacebuilders who have used support systems put in place or strengthened by your project.</p> <p>WHRDs are those who engage in the promotion and protection of women's rights and gender equality as well as all women working on any issue related to human rights and fundamental freedoms individually and in association with others. They are often subject to gender-specific risks, threats, intimidation, or judicial harassment due to their human rights work.</p> <p>A support system refers to processes or mechanisms put in place to protect or endorse WHRDs such as reporting systems for violations, physical and psychosocial support services for WHRDs, networks established for solidarity, safe houses or passage, or other protection programs.</p>

Suggested Outcome Indicators	Definitions
	This indicator should be disaggregated by sex and age group (over 18 years and under 18 years), whenever possible.
Number and types of support systems for women rights protection established	<p>This is both a quantitative and qualitative indicator and counts the number and describes the types of support systems the project has established for the protection of women and girls.</p> <p>A support system is any process or mechanism that has been established, supported, or strengthened by the project which addresses physical and psychosocial harms, or legal barriers, faced by women and girls in conflict and humanitarian settings. These can include anything from community monitoring committees, referral systems, anonymous tip lines or mobile reporting, shelters or safe spaces for accommodation or counselling, or special mechanisms that target more marginalized groups, based on the context.</p>
Number and percentage of justice and police institutions with strengthened expertise to better respond to gender-specific protection needs	<p>This is a quantitative indicator and counts the number of justice and/or police institutions that have improved (or changed) their understanding or expertise to respond to women who have experienced violence, including SGBV in conflict, post-conflict, or emergency settings.</p> <p>This can include improved intake, communication, or referrals when reporting cases of violence by justice or legal institutions, or institutions with newly trained or recruited personnel on responding to protection needs of women and girls.</p> <p>You must report the total 'number' and are not required to use the unit of 'percentage'. If you wish to provide a percentage, in addition to the number, this is calculated by dividing the total number of institutions with strengthened expertise, by the total number of institutions you are targeting in your project. For example, 50% (5 out of 10 institutions).</p>

## What are Indicators?

Indicators are defined as *'quantitative or qualitative factors or variables that provides a simple and reliable means to measure achievement, to reflect the changes connected to an intervention, or to help assess the performance of a development actor'*<sup>9</sup>.

Simply stated, indicators are **'signals'** to demonstrate that progress has been made on outputs, and to demonstrate that changes have occurred through expected outcomes.

There are three types of indicators:

- **Output indicator:** These are indicators that are used to track the completion of an output (a product or a service provided)
- **Outcome or Performance Indicator:** These are indicators which measure shorter term changes, as a result of the completion of the outputs.
- **Impact indicator:** These are indicators which measure the long-term change of an intervention, as a result of outcomes occurring.

An indicator is developed in the following way:

**Unit of Measurement + what is being measured/tracked (unit of analysis) +  
(Relevant Disaggregation)**

<sup>9</sup> OECD Glossary of Key Terms in Evaluation and RBM (2002) <https://www.oecd.org/dac/evaluation/2754804.pdf>

### Examples:

- Number (or percentage) of + CSOs that report having greater influence and agency to work on ending SGBV + (disaggregated by type of CSO [women-led, youth-led, disability])
- Number of + community awareness sessions conducted on the prevention of SGBV + (disaggregated by region)

## Baseline Values and Targets

For each indicator, a baseline value and target are required.

A **baseline** value is information gathered at the beginning of a project to indicate the starting point of the indicator. For outcome and impact indicators, a baseline will be the first time the data is collected. In some cases, depending on the indicator, this can sometimes also be a zero (0).

*For example, for the indicator “Number of CSOs that report greater influence and agency to work on ending SGBV”, at the start of your project maybe only 2 CSOs (out of 10) in your target area report they have influence or agency. 2 would be your baseline.*

*If also using “percentage” (in addition to number), this would mean 20% (or 2 out of 10) CSOs report greater influence. 20% (2 out of 10) CSOs would be your baseline.*

For output indicators, the baseline value is generally zero (0) as the intervention did not exist before.

*For the indicator “Number of community awareness sessions conducted on the prevention of SGBV”, at the start of your project there may have been no sessions previously conducted. This means your baseline would be 0.*

**Targets** are where you want to be by the end of the project. Targets need to be realistic and aligned with the intervention. All indicators should have a target. Using the same indicator, here is an example:

*For the indicator, “Number of CSOs that report greater influence and agency to work on ending SGBV”, maybe you feel that through your interventions, this will increase from 2 CSOs to 10 CSOs. 10 would be your target.*

*If also using a “percentage”, and you feel that your interventions will increase the ability of CSOs to exercise greater agency, your target could be 50% (5 out of 10 CSOs), for example.*

*Another example, using the indicator of “Number of community awareness sessions conducted on the prevention of SGBV”, your project is planning to conduct 5 advocacy events. 5 would be your target.*

## Means of Verification and Sources

Each indicator in the results framework also requires a means of verification and a source.

The means of verification is ‘how’ (method) you collect data. It is also known as a methodology for data collection. *Examples: document review, interviews, survey, assessment, observation, focus group discussion, etc.*

A source is ‘where’ you will get your data. *Examples: national survey, institution statistics, targeted population, etc.*