



**The Commonwealth Plan of Action  
for Gender Equality 2005 – 2015**

# **Mid Term Review Indicator Template**



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### ***Please Note***

***Where possible indicators which correspond with Beijing +15 Review are shown in Bold and Underlined.***

## CRITICAL AREA # 1: GENDER DEMOCRACY PEACE and CONFLICT

The Commonwealth promotes and supports democracy, characterised by representative government, equal participation, transparency, accountability and responsiveness to all its citizens, women, and men, young and old persons.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p>A. Leadership, political representation, and participation in decision-making</p> <p>Women fully and equally participating in leadership in all sectors and levels</p>	<p>1. Increase women's representation to a minimum of 30 per cent in decision-making in parliament and local government by creating an enabling environment for women (including young women) to seek and advance <i>(3.13: i – pg29)</i></p>	<p>1. <b><u>Percentage increase in the proportion of seats held by women in parliament in:</u></b>  <b>a. <u>lower or single house</u></b>  <b>b. <u>upper house</u></b>  <b>c. <u>local bodies/authorities</u></b></p>		<p>1. Proportion of seats held by women in national parliament  <b>(MDG)</b>  <i>(National Women's Machinery, Government, Partners)</i></p> <p>2. Women's / Gender caucus established in parliament, to increase the voice of women and their specific concerns  <b>(UNDP)</b></p>	<p>1. Gender disaggregated data on the composition at all levels in the civil/ public service  <i>(National Women's Machinery, Government)</i></p>
		<p>2. At least 30 percent of decision-making positions at all levels occupied by women in the public and private sectors</p>		<p>3. Percentage of women running for political office and as candidates in the most recent parliamentary elections  <i>(National Women's Machinery, Government, Partners)</i></p>	<p>2. Number of CSOs with women as head/ director  <i>(Partners)</i></p>
				<p>4. Number of special programmes in civic and voter education targeting women  <i>(National Women's Machinery, Government, Partners)</i></p>	<p>3. Ratio of men to women trained, accessing and employed in e-governance services  <i>(Government, Partners)</i></p>
				<p>5. Number of Parliamentarians and local government officials (by sex) participating in gender mainstreaming and analysis training</p>	<p>4. Number and type of training available in transformational leadership, and the number of women who have participated in trainings  <i>(Government, Partners)</i></p>

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	2. Review the criteria and processes for appointment to decision-making bodies in the public and private sectors to encourage increased women's participation and representation. This will require explicit investment into institutional capacity <i>(3.13: ii – pg 30)</i>			1. Affirmative action quotas for women in local government	1. Gender disaggregated data on the composition of State company boards and decision making levels in the public service <i>(Government, Partners)</i>
				2. Establishment and implementation of Anti-discrimination legislation / equal opportunity policies in civil service	2. Mainstream gender in recruitment and promotion policies for advisory and decision making bodies <i>(Government, Partners)</i>

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<p>A. Peace and conflict resolution</p> <p>Effective participation of women in conflict resolution, peace processes and reconstruction, with all human rights for women and children protected</p>	<p>1. Promote women's full, equal and effective participation at all levels and stages of peace-building processes including formal and informal negotiations</p> <p><i>(3.13: v – pg 30)</i></p>	<p>1. <u>Existence of national plans of action on UN Security Council Resolution 1325 (Women, Peace and Security)</u></p>		<p>1. The number of women in negotiations of peace agreements at national and international levels, including through provision of conflict resolution training for women and women's organizations on formal peace processes.</p>	<p>1. Number of human rights violations filed against government security forces per 100,000. (USAID)</p>
		<p>2. <u>Percentage of women in governmental peace-related decision-making committees and bodies</u></p>		<p>2. Identification of women's informal peace-building initiatives and the provision of relevant technical and financial support and establish mechanisms to channel the outcomes of these initiatives into more formal peace processes</p>	<p>2. Number of programmes currently in operation that are designed specifically to provide protection, assistance and training to refugee women, by type of organization responsible.</p>
		<p>3. <u>Percentage of military observers, peacekeeping troops and civilian troops sent by troop contributing countries, who are female. The percentage of females sent by troop contributing countries</u></p>			

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<p><b>B. Peace and conflict resolution</b></p> <p>Effective participation of women in conflict resolution, peace processes and reconstruction, with all human rights for women and children protected</p>	<p>2. Ratify legal instruments, and ensure that national legal frameworks promote and protect women's human rights, and provide redress for survivors of armed conflict, particularly women and girls.</p> <p><i>(3.13: vi – pg 30)</i></p>			<p><b>1. <u>Ratification, domestication, implementation and reporting on:</u></b></p> <p>a. <b><u>CEDAW</u></b></p> <p>b. <b><u>UN Resolution 1325</u></b> <i>(National Women's Machinery, Government, Partners)</i></p>	
				<p><b>2. <u>Annual review of the implementation of resolution 1325 (2000) and report to the Security Council</u></b> <i>(National Women's Machinery, Government, Partners)</i></p>	
				<p><b>3. <u>The number of cases prosecuted of all perpetrators (including United Nations international and local personnel) of crimes of gender-based and sexual violence directed at women and girls in situations of armed conflict</u></b></p>	
				<p>4. The establishment of programmes to disseminate information on the procedures for redress for violations of the rights of women and girls (such as ad hoc tribunals, human rights treaty bodies) to the public in local languages to women's groups and NGOs</p>	

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<p>B. Peace and conflict resolution</p> <p>Effective participation of women in conflict resolution, peace processes and reconstruction, with all human rights for women and children protected</p>				<p>5. <u>Establishment of systems to monitor the extent to which women and girls are subjected to ill-treatment or intimidation as a consequence of accessing available means of redress for violations during conflicts</u></p>	
				<p>6. Amnesty provisions included in conflict settlement agreements reached under the auspices of the Security Council exclude from impunity all war crimes, and crimes against humanity and genocide, including gender-based crimes</p>	
	<p>3. Address the specific needs of women, men and young persons in conflict situations, especially those of child soldiers, refugees, internally displaced persons (IDPs) and people with disabilities</p> <p><i>(3.13: ix – pg 30)</i></p>		<p>1. The existence of awareness campaigns for displaced and refugee women, to curb coping strategies that increase their vulnerability to abuse and exploitation. [E.g. sexual favours for rations, camp spaces] (<b>Save the Children Report</b>)</p>	<p>1. <u>The number of consultations with civil society, including local and regional women’s and youth groups, to ensure attention to the needs, concerns and experiences of women and girls throughout the peace process</u></p> <p>2. Explicit integration of gender perspectives into the terms of reference of Security Council visits and missions to countries and regions in conflict</p> <p>3. Inclusion of gender specialists in Security Council country-visiting teams to ensure that decisions with regards to countries / regions in conflict are taken within a GRBF.</p>	

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				5. Number of national and community based programmes to prevent the recruitment of girls and boys into armed forces and rebel groups, in particular orphans, unaccompanied, separated, refugee, displaced and street children, including by ensuring access to education and vocational training	
				6. The establishment of a framework identify problems relating to land and property rights facing women returnees, where their husbands are missing	
				7. Implement measures to ensure safe access to education for adolescent girls as a priority component of all humanitarian assistance, ensuring that the core curriculum includes gender sensitive training on life skills	
				8. The provision of identity cards & other essential documents to women and girls to enable them to register and be eligible for assistance during conflict, particularly in respect to problems of nationality	

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<p><b>B. Peace and conflict resolution</b></p> <p>Effective participation of women in conflict resolution, peace processes and reconstruction, with all human rights for women and children protected</p>	<p>4. Provide adequate medical, financial and psycho-social assistance and care for women and men, including culturally sensitive counselling to survivors of rape, sexual assault and other violations.</p> <p><i>(3.13: ix – pg 30)</i></p>			1. Establishment of a Human Rights Framework to guide training for all personnel in peacekeeping operations (military, police and civilian staff) both before and during deployment, which adequately addresses the issue of violence against women, including domestic violence and trafficking	
				2. Integration of prevention activities into all areas of emergency response, including: <ul style="list-style-type: none"> <li>a. design of camps</li> <li>b. provision of shelter,</li> <li>c. sanitation facilities</li> <li>d. health-care facilities</li> <li>e. distribution of food supplies</li> <li>f. access to water supplies</li> </ul>	
				3. <u>Number of measures to enhance the capacities of women and girls affected by armed conflict to protect themselves from the risk of HIV/AIDS, principally through protection from sexual violence, abuse and exploitation, access to treatment and the provision of health care services, including sexual and reproductive health.</u>	

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## CRITICAL AREA # 2: GENDER, HUMAN RIGHTS and LAW

The Commonwealth asserts its commitment to promoting a rights-based approach in all areas of its work. The lack of a gender perspective in the administration of the law has stymied gains made in international and regional treaties and conventions. Even where sound legislation exists, application and interpretation of these laws are inadequate for many reasons: lack of political will, jurisdictional issues, lack of awareness in the public service and justice systems at all levels, lack of enforcement capacity, traditional or customary systems of law that discriminate against women, women's inadequate awareness or legal illiteracy concerning their rights and recourse to justice, limited human and financial resources for monitoring and enforcement at national, local and community levels, and inadequate evidence-based data collection. It is in this context that violations of human rights of women and girls including elderly women and women with disabilities, occur and actions to redress these issues such as human rights education, remain urgent priorities.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. Protection of rights in law</b></p> <p>Women's rights are protected, not only in the existence of laws, but in the effective implementation of this laws</p>	<p>1. Recognise, ratify and implement international and regional human rights instruments that promote gender equality.</p> <p><i>(3.25: i – pg 35)</i></p>	<p>1. <b><u>Existence of laws prescribing specific legal action against domestic violence, sexual harassment, rape/defilement and sex trade.</u></b></p>	<p>1. Ratification Domestication and Implementation:</p> <p>a. Convention for the Suppression of the Traffic in Persons (1951)</p> <p>b. Convention on the Political Rights of Women (1954)</p> <p>c. <b><u>CEDAW (1979)</u></b></p> <p>d. UN Declaration on the Elimination of Violence Against Women (adopted by the UN General Assembly in 1993)</p> <p>e. The Global Platform for Action (developed at the Beijing Fourth World Conference on Women in 1995)</p>		<p>1. Effectiveness of State mechanisms (Judiciary) to address crime and vulnerability, including:</p> <p>a. Adhering to short turn around times in hearing cases (Types of cases heard and the victims of these crimes)</p> <p>b. Assessing the effectiveness of rehabilitation programmes of offenders</p> <p>c. Addressing Gender imbalances in members of the legal community</p> <p>d. Annual review of the effectiveness of the Office of the Public Defender / Ombudsman in relation to issues of gender.</p>

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<b>A. Protection of rights in law</b>  Women's rights are protected, not only in the existence of laws, but in the effective implementation of this laws	2. Promote legal and, where appropriate, constitutional reform in accordance with the universal standards of human rights including CEDAW in support of gender equality and strengthen the knowledge and capacity of the justice system parliament and local authorities on gender equality and rights issues through appropriate and ongoing gender training  <i>(3.25: ii – pg 35)</i>			1. Establishment of systems to evaluate and compensate victims for any physical and psychological injuries, loss of employment and educational opportunities and loss of social benefits suffered as a consequence of violence	1. Constitution reform undertaken to ensure consistency / congruence with universal standards of human rights
				2. <b><u>Development and enforcement of national policies aimed at addressing gender discrimination to challenge structural inequality of men and women</u></b>	2. Development and implementation of national plan on violence against women
				3. <b><u>Establishment of national policy on eliminating violence against women</u></b>	
				4. Establishment and enforcement of laws to protect women in domestic services  <b>(Special Rapporteur's Report)</b>	
				5. Establishment and enforcement of laws to halt "honour killings"	
				6. Establishment and enforcement of laws on forced migration / forced labour and forced prostitution / trafficking of women and children	

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<b>A. Protection of rights in law</b>  Women's rights are protected, not only in the existence of laws, but in the effective implementation of this laws	3. Promote active dialogue and engagement between members of the justice system and religious, cultural, traditional and civil institutions and communities, to address women's human rights at all levels  <i>(3.25: iii – pg 36)</i>			1. Cultural negotiation at the community level to address culturally held beliefs around gender roles and hierarchies that facilitate VAW	1. Number and amount of funding for national research into at risk communities and the extent to which violence against women exists, and the forms it takes
	4. Promote the maintenance of gender-related rights throughout the life cycle, through the fulfilment of commitments made in the Convention on the Rights of the Child and CEDAW, as well as other agreements such as the Madrid International Plan of Action on Ageing and related regional plans of action and implementation strategies  <i>(3.25: vii – pg 36)</i>				1. Extent to which UN Trust Fund has been utilised in Support of Actions to Eliminate Violence against Women to support community based activity against VAW (external funds)
	5. Ensure that women's rights to land, housing, property and inheritance are promoted and protected, having recourse to relevant international and national instruments on human rights and poverty eradication  <i>(3.25: viii – pg 36)</i>				1. The existence of inheritance laws / customs and practice that disproportionately negatively affect women.

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<b>A. Protection of rights in law</b>  Women's rights are protected, not only in the existence of laws, but in the effective implementation of these laws	6. Codify positive customary laws that protect women as a process of reviewing the existing laws to ensure that all laws are in conformity with both international and domestic human rights obligations  <i>(3.25: ix – pg 36)</i>	1. Revision and codification of customary laws which discriminate against women			1. Number of revised / reformed customary laws that discriminate against women
					2. Development of a HRBA to Gender Based Violence and violence against women at all points of the life cycle
<b>B. Violence against women and children</b>  Violence against women and girls is eliminated	1. Adopt an integrated, zero-tolerance approach to gender-based violence, including strengthening of the law, appropriate public education, adequate institutional and financial support to address the needs of victims and witnesses, and rehabilitation of perpetrators  <i>(3.25:iv – pg 36)</i>			1. <b><u>Gender disaggregated data on deaths and non-fatal injuries due to domestic violence (ECLAC)</u></b>	1. Percentage women 15-49 years, who ever had a partner, who have ever experienced physical violence by an intimate partner <b>(WHO)</b>
				2. The existence and implementation of training for staff and management of protective services to deal with cases of violence against women and children <b>(UNINSTRAW)</b>	2. Gender disaggregated data on the number of reported cases of sexual assault and rape per the population of 100 000 in a given year <b>(ESCAP)</b>

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<p><b>B. Violence against women and children</b></p> <p>Violence against women and girls is eliminated</p>	<p>Adopt an integrated, zero-tolerance approach to gender-based violence, including strengthening of the law, appropriate public education, adequate institutional and financial support to address the needs of victims and witnesses, and rehabilitation of perpetrators</p> <p><i>(3.25: iv – pg 36)</i></p>		1. The extent of the existence and documentation of:	3. Existence of assertiveness training programmes for women and girl children <b>(UNINSTRAW)</b>	3. <b><u>The number of well-funded shelters and relief support for girl and women</u></b>
			a. Child marriage b. Genital mutilation c. Sexual abuse by family members and strangers, d. Differential access to food and medical care,	4. Existence of gender sensitive content of public awareness campaigns to minimise the fear of reporting cases of violence <b>(UNINSTRAW)</b>	4. Transparent reporting procedures for violence against women and girls that reduce the fear of recrimination from perpetrators
			e. Child prostitution f. Dating and courtship violence g. Forced prostitution and trafficking h. Intimate partner abuse	5. Information on victims of domestic violence is recorded and published separately and by sex in police and judicial statistics on assaults and in those referring to injuries <b>(ECLAC)</b>	5. The existence of sensitisation programmes for potentially at-risk men and women, as both victims and perpetrators of violence.
			i. Marital rape j. Dowry abuse k. Abuse of widows / elder abuse l. Sexual harassment in the workplace. m. Rape as a weapon of war n. Abduction of girls and boys	6. The number of women and girls dying as a result of domestic violence, divided by the number of women and girls dying as a result of homicide, times 100. <b>(ECLAC)</b>	6. Amendments & modification of juridical and customary-law practices that help to perpetuate or tolerate violence against women <b>(Belem do Paro)</b>
			<b>(Save the Children)</b>		

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<b>B. Violence against women and children</b>  Violence against women and girls is eliminated	Adopt an integrated, zero-tolerance approach to gender-based violence, including strengthening of the law, appropriate public education, adequate institutional and financial support to address the needs of victims and witnesses, and rehabilitation of perpetrators  <i>(3.25: iv – pg 36)</i>		2. Number of men and boys as victims of gender based violence	7. The number of (female) public officials trained (annually) to address issues of gender based violence, divided by the total number of female public officials	7. Enforcement of penalties for assailants who harass, threaten, or endanger the lives of women, jeopardize their integrity, or harm their property
				8. Number of justice & human rights staff undertaking gender-sensitivity training	8. Establishment and implementation of criminal code to punish marital sexual violence
				9. National funding for activities to prevent and punish violence against women and attend to its victims, divided by number of females of all ages, and expressed in dollars	9. Implementation of legal provisions on compulsory assistance and rehabilitation of perpetrators of violence
					10. Mandatory training on gender perspective and on prevention, punishment, and eradication of violence for officials that handle and implement proceedings

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					12. Establishment and funding of rehabilitation programs for women violence victims
					13. Appropriations in the national budget to strengthen the agency responsible for protecting women against women violence
					14. Funding for NGOs and CBOs for community programmes on behaviour modification for at risk groups

## CRITICAL AREA # 2: GENDER, HUMAN RIGHTS and LAW

The Commonwealth asserts its commitment to promoting a rights-based approach in all areas of its work. The lack of a gender perspective in the administration of the law has stymied gains made in international and regional treaties and conventions. Even where sound legislation exists, application and interpretation of these laws are inadequate for many reasons: lack of political will, jurisdictional issues, lack of awareness in the public service and justice systems at all levels, lack of enforcement capacity, traditional or customary systems of law that discriminate against women, women's inadequate awareness or legal illiteracy concerning their rights and recourse to justice, limited human and financial resources for monitoring and enforcement at national, local and community levels, and inadequate evidence-based data collection. It is in this context that violations of human rights of women and girls including elderly women and women with disabilities, occur and actions to redress these issues such as human rights education, remain urgent priorities.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<b>B. Violence against women and children</b>  Violence against women and girls is eliminated	2. Promote the maintenance of gender-related rights throughout the life cycle, through the fulfilment of commitments made in the Convention on the Rights of the Child and CEDAW, as well as other agreements such as the Madrid International Plan of Action on Ageing and related regional plans of action and implementation strategies  <i>(3.25: vii – pg 36)</i>				1. <u>Ratification /Domestication/ Implementation/:</u> a. <u>CEDAW</u> b. <u>Declaration on the Elimination of Violence against Women</u> c. <u>Strategic Objectives D1/D2/D3 of the BPFA</u>
					2. <u>Evidence that Obligations under the above listed instruments have been incorporated into domestic law.</u>

## CRITICAL AREA # 3: GENDER, POVERTY ERADICATION and ECONOMIC EMPOWERMENT

It is now universally accepted that poverty is not only based on low or no income but is also intrinsically linked to lack of access to political, economic, social, natural and cultural resources. This results in the lack of entitlements and opportunities, and social exclusion that can be based on gender, class, caste or other forms of marginalisation

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. Access to economic resources, capital, land and information technology</b></p> <p>All women have access to the fundamental resources essential for economic well being</p>	<p>1. Develop, amend and implement laws to ensure equal rights to productive resources (e.g. land, property and credit) for women and men, and enhance women's access to and control over natural resources (e.g. water and forests) in order to create sustainable livelihoods and food security.</p> <p><i>(3.37: iii – pg 42)</i></p>	<p>1. <u>Existence of enacted laws on equal pay and against labour discrimination for reasons of sex</u> <i>(Government)</i></p>		<p>1. <u>Provision of services (training, legal services, credit) to women to enable them to start up businesses</u></p>	<p>1. Percentage of female-headed households, among all households, those fall below the national poverty line. <i>(ESCAP) (Government)</i></p>
		<p>2. Women's labour force participation (as a percentage) and percentage of employees in agriculture, manufacturing services sectors who are female <i>(Government, Partners)</i></p>		<p>2. <u>Percentage of national budget on programmes and projects aimed at empowering women</u></p>	
				<p>3. Existence and enforcement of laws, regulations and facilities / social services that enable the equitable sharing of the responsibilities of parenthood between the sexes</p>	
			<p>4. Access to occupations: women in "male" sectors as percentage of total labour force within sector and vice versa</p>	<p>3. Access to training in ICT, by sex and location</p>	
		<p>3. Percentage of land owners/property owners who are female in: rural urban sectors <i>(Government)</i></p>		<p>5. <u>Legislative and administrative reforms to give women full and equal access to economic resources, including the right to inheritance and to ownership of land and other property, credit, natural resources and appropriate technologies</u> <i>(National Women's Machinery, Government)</i></p>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. Access to economic resources, capital, land and information technology</b></p> <p>All women have access to the fundamental resources essential for economic well being</p>	<p>2. Provide gender-sensitive agricultural (e.g., dairy, forestry and fisheries) services and credit, including micro-credit/finance to women farmers and entrepreneurs.</p> <p><i>(3.37: viii – pg 43)</i></p>			<p>6. Technical assistance programmes for small farmers, by sex of recipient <b>(ECLAC)</b> <i>(Government, Partners)</i></p>	<p>1. Existence of agricultural micro financing and the sex disaggregation of successful loan applications, by size of loan request <i>(Government)</i></p>
				<p>1. Number of female small-scale farmers that have received technical assistance from official bodies as a percentage of estimated total number of women in this situation, compared to men in this situation <b>(ECLAC)</b> <i>(Government)</i></p>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>1. Ensure that fiscal, trade and general macroeconomic policies are designed to promote women's economic empowerment and do not cause adverse gender impacts, ensuring that there is a stronger, but culturally appropriate social safety net for women and families.</p> <p><i>(3.37: i – pg 42)</i></p>	<p>1. <u>Existence of policies to provide access to credit to self employed women and women entrepreneurs</u></p>	<p>1. The impact of trade liberalisation arising from import displacements which have affected women's employment and livelihood e.g. traditional agriculture, tourism etc</p>	<p>1. Total of credit granted to female owners of small enterprises as percentage of all credit granted to small enterprise owners of both sexes</p>	
		<p>2. Percentage increase in women's access to credit <i>(National Women's Machinery, Government, Partners)</i></p>	<p>2. Existence of agriculture and food production subsidies (Changes and reviews of policies on the above)</p>		
		<p>3. Existence of gender responsive budgeting <i>(National Women's Machinery, Government)</i></p>			

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>2. Promote the application and extension of GRB processes, and integration of gender analysis in trade policy and negotiation of trade agreements to ensure and protect social development, including the provision of essential public and social services, to undertake gender and social impact analyses and assessments of trade agreements</p> <p><i>(3.37: ii – pg 42)</i></p>		1. The number of (extent to which) men / women (are) taking advantage of opportunities in trade and marketing, and how governments respond to each to strengthen their comparative advantage <i>(National Women’s Machinery, Government, Partners)</i>		1. Rate of male vs. female employment in manufacturing export <b>(WIDE)</b>
			2. The extent to which men / women have access to and are able to benefit from export training programmes		
			3. Access to disaggregated data that can inform the impact of trade agreements in agriculture		
			4. The number of women and men who have accessed and benefited from export training programme		

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>Promote the application and extension of GRB processes, and integration of gender analysis in trade policy and negotiation of trade agreements to ensure and protect social development, including the provision of essential public and social services, to undertake gender and social impact analyses and assessments of trade agreements.</p> <p><i>(3.37: ii – pg 42)</i></p>		<p>5. The extent to which access to water, schooling, and affordable health care by (poor) men / women is compromised by the provision of liberalised (non-state) services.</p>		

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>3. Develop and enforce policies and standards that recognize the contribution of women in the informal economy, and also ensure that their needs and interests are met in the policies of all relevant ministries.</p> <p><i>(3.37: iii – pg 42)</i></p>			1. The existence of statistical analysis of the full extent of the work of women and their contributions to the national economy, including their contribution in the unremunerated and domestic sectors <i>(Government)</i>	
				2. The existence of analysis of the relationship of women's unremunerated work to the incidence of and their vulnerability to poverty. <b>(Beijing POA)</b>	
				3. Enumeration of laws sent to parliament, and of laws enacted by year of enactment, on equal pay and against labour discrimination for reasons of sex. <b>(ECLAC)</b>	
				4. Existence of policies that recognise the contribution of women in the informal economy <i>(National Women's Machinery, Government)</i>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>Develop and enforce policies and standards that recognize the contribution of women in the informal economy, and also ensure that their needs and interests are met in the policies of all relevant ministries</p> <p><i>(3.37: iii – pg 42)</i></p>			5. Budget allocations for the benefit of women in the informal sector divided by the number of women in that sector. <b>(ECLAC)</b>	
				6. The difference between the percentage of men earning less than the average remuneration for their sector and the percentage of women in this situation <i>(National Women's Machinery, Government, Partners)</i>	
				7. The difference between the percentage of women over the average remuneration for their sector and the percentage of men in this situation. <i>(National Women's Machinery, Government, Partners)</i>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>4. Involve women actively in the development of macroeconomic policies, programmes and implementation strategies (MDG strategies, trade agreements, national budgets); integrate gender analysis and gender equality provisions into all PRSPs and other poverty eradication strategies</p> <p><i>(3.37: vii – pg 42)</i></p>		<p>1. Gender mainstreaming introduced in the Ministry of Finance</p>		

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>B. Macro economic conditions are gender sensitive</b></p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>5. Support women's entrepreneurship, provide an enabling environment for business development, promote user-friendly training in trade negotiations at all levels, and secure new markets for agricultural and other products.</p> <p><i>(3.37: x – pg 43)</i></p>		<p>1. Measurements of the impacts of reductions in tariffs and the elimination of trade barriers on women's internal markets, and on the overall competitiveness of women-owned micro and small businesses</p> <p><i>(National Women's Machinery, Government, Partners)</i></p>	<p>1. Provision of services (training, legal services, credit) to women to enable them to start up businesses</p> <p><i>(National Women's Machinery, Government, Partners)</i></p>	
				<p>2. <b><u>Established links between financial institutions and NGOs and support to innovative lending practices, including those that integrate credit with women's services and training and provide credit facilities to rural women</u></b></p> <p><i>(National Women's Machinery, Government, Partners)</i></p>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<b>B. Macro economic conditions are gender sensitive</b>  Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them	Support women's entrepreneurship, provide an enabling environment for business development, promote user-friendly training in trade negotiations at all levels, and secure new markets for agricultural and other products  <i>(3.37: x – pg 43)</i>			4. The provision of capital and/or resources to support financial institutions that serve low-income, small-scale and micro-scale women entrepreneurs and producers, in both the formal and informal sectors  <i>(Government, Partners)</i>	
				5. Increased access of disadvantaged women (in rural, remote and urban areas) to financial services through strengthened links between the formal banks and intermediary lending organizations, to mobilize capital and increase the availability of credit  <i>(Government, Partners)</i>	
	6. Facilitate the organisation and networking of women's groups  <i>(3.37: xi – pg 43)</i>			1. Facilitation of participation and joint ownership of women clients in the decision-making of institutions providing credit and financial services  <i>(National Women's Machinery, Government, Partners)</i>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<b>B. Macro economic conditions are gender sensitive</b>  Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them	7. Improve statistical systems to make the paid and unpaid work of women visible and valued, and to ensure that data is disaggregated by sex to understand and monitor the eradication of poverty among women  <i>(3.37: xii – pg 43)</i>			1. Gender Responsive Budgeting	
				2. <u>Conceptual and practical methodologies for incorporating gender perspectives into all aspects of economic policy-making, including structural adjustment planning and programmes</u> (	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<b>C. Maternal Mortality</b>  Reduction of maternal mortality by three quarters (2015)	1. <u>Develop equitable social protection systems to deal with risk and vulnerability caused by poverty, sickness, maternity, loss of employment or access to other income, disasters, etc</u>  (3.37: vi – pg 423)	1. Number of emergency obstetric care functional units per 500,000 and appropriate figures for smaller nations		1. Maternal mortality ratio <i>(Government)</i>	
				2. Adolescent birth rate	
				3. Percentage (proportion) of births attended by skilled health personnel	
				4. Unmet need for family planning <i>(Government, Partners)</i>	
				5. Antenatal care coverage (at least four visits) <i>(Government, Partners)</i>	
				6. <u>National policy to deal with health impacts of unsafe abortions</u> <i>(National Women's Machinery, Government, Partners)</i>	
				7. <u>Access to necessary health and nutrition information and services, including information on harmful traditional practices that harm women and girls' health [such as female genital mutilation]</u> <i>(National Women's Machinery, Government, Partners)</i>	

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INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<b>D. Education</b>  Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015	1. Develop programmes to meet women's need for appropriate skills, including non-traditional skills and technology, and facilitate credit/financing and marketing linkages, particularly for marginalised and vulnerable categories of women, including rural women.  <i>(3.37: ix – pg 43)</i>	1. Ratio of girls to boys in primary, secondary and tertiary education		1. Ratio of girls to boys in primary, secondary and tertiary education	1. Gender mainstreaming in Ministry of Education
				2. Measures implemented to eliminate sexual stereotypes in the educational process <i>(Government)</i>	2. Under-participation and performance of boys in formal education <i>(Government)</i>
				<b>3. <u>Increased tertiary enrolment and retention of women and girls, especially in Sciences, Mathematics and Technology-related disciplines at all levels of the education system</u></b> <i>(Government)</i>	
				<b>4. <u>The gender gap in basic functional literacy</u></b>	
				5. Elimination of barriers to schooling of pregnant adolescents <i>(Government)</i>	
				6. Access to (national) scholarships and fellowships by sex <b>(ECLAC)</b> <i>(Government)</i>	
				7. School attendance rate by sex and age group	

## CRITICAL AREA # 4: GENDER and HIV / AIDS

HIV/AIDS should be considered within the framework of sexual and reproductive health.  
This should be an integrated approach that recognises broader issues and goes beyond health interventions to reduce gender inequality.  
It should recognise the impact of broader social and economic policy on HIV/AIDS and the impact of HIV/AIDS on national productivity.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. HIV/AIDS – gender sensitive policy</b></p> <p>Women and those who care for those with HIV/AIDS, receive appropriate, accessible and quality services for HIV/AIDS including preventive services</p>	<p>1. Promote the increased availability of more affordable and easily accessible female-controlled methods of preventing HIV and other sexually transmitted infections as one component of comprehensive sexual and reproductive health strategy and an HIV/AIDS prevention strategy that address gender equality and women's empowerment.</p> <p><i>(3.50: ii – pg 49)</i></p>	1. Estimated number of women living with HIV/AIDS (females/100 males)		1. <b><u>Male and female condom availability and use</u></b>	1. Existence of referral systems between VCT, health care services and community-based organizations <b>(WB)</b>
		2. <b><u>Percentage of HIV-positive pregnant women receiving antiretroviral prophylaxis</u></b>		2. Proportion of population aged 15-24 years with comprehensive correct knowledge of HIV/AIDS <b>(MDG)</b>	2. No. of sites providing ART to men and women <b>(WB)</b>
		3. Percentage of women in vulnerable groups as defined by National Policies, accessing HIV/AIDS counselling, testing and educational programmes		3. Proportion of population with advanced HIV infection with access to antiretroviral drugs <b>(MDG)</b>	3. Availability, accessibility and use of the Female Condom
				4. Women's share of adults living with HIV/AIDS <b>(UNSTATS)</b>	4. Existence of policies, laws and programmes targeting reduction of HIV stigma <i>(Government, Judiciary, Partners)</i>
				5. Rate of mother to child transmission	5. Existence of national HIV Behavioural Surveillance System and Survey

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It should recognise the impact of broader social and economic policy on HIV/AIDS and the impact of HIV/AIDS on national productivity.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. HIV/AIDS – gender sensitive policy</b></p> <p>Women and those who care for those with HIV/AIDS, receive appropriate, accessible and quality services for HIV/AIDS including preventive services</p>	<p>2. Intensify and expand awareness programmes on the gender dimensions of HIV/AIDS, including in school curricula, as well as through strategies at all levels of society to empower women and girls, particularly those who are marginalised, to negotiate sexual encounters and/or refuse unsafe or unwanted sex</p> <p><i>(3.50: iii – pg 49)</i></p>		<p>1. Gender mainstreaming embedded in Ministry of Health and HIV national agencies <i>(Government)</i></p>	<p>1. Existence of accessible and affordable sexual and reproductive health care services and education for women and girls, and increase resources for women’s health</p>	<p>1. Training on condom use for commercial sex workers</p>
					<p>2. Age-appropriate sex education at all levels of the education system</p>
	<p>3. Promote the involvement of men and boys in HIV/AIDS programmes and strategies at all levels of society including education in eliminating gender stereotypes, access to reproductive and sexual health services, and encouraging safe and responsible sexual and reproductive behaviour</p> <p><i>(3.50: iv – pg 49)</i></p>		<p>2. Number of men and boys participating in Sexual Reproductive Health and HIV prevention programmes <i>(Government, Partners)</i></p>	<p>1. Availability and accessibility of health care services for vulnerable groups including sex workers and MSM, without discrimination or stigmatization <i>(Government, Partners)</i></p>	<p>2. Measures implemented to eliminate sexual stereotypes in the educational process <i>(Government, Partners)</i></p>
					<p>3. Establishment and implementation of Programmes for Behaviour change <i>(Government, Partners)</i></p>

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HIV/AIDS should be considered within the framework of sexual and reproductive health.  
This should be an integrated approach that recognises broader issues and goes beyond health interventions to reduce gender inequality.  
It should recognise the impact of broader social and economic policy on HIV/AIDS and the impact of HIV/AIDS on national productivity.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. HIV/AIDS – gender sensitive policy</b></p> <p>Women and those who care for those with HIV/AIDS, receive appropriate, accessible and quality services for HIV/AIDS including preventive services</p>	<p>4. Ensure equal access and effective and efficient provision of treatment, care and support for women and men of all ages, including women with disabilities <i>(3.50: v – pg 49)</i></p>				<p>1. <u>Availability and accessibility of counselling and voluntary testing</u> <i>(Government, Partners)</i></p>
					<p>2. <u>Targeted intervention to women and other vulnerable groups</u> <i>(Government, Partners)</i></p>
					<p>3. <u>Social support services to facilitate home based and institutional based care</u> <i>(Government, Partners)</i></p>
					<p>4. Availability, accessibility and affordability of psychological and social care, including appropriate nutrition, to male / female HIV/AIDS victims, particularly those with disability <i>(Government, Partners)</i></p>
	<p>5. Develop measures to address the specific needs of HIV/AIDS infected and affected women, including care-givers and those at risk of infection through gender-based violence and poverty <i>(3.50: vi – pg 49)</i></p>				<p>5. Targeted support services for female caregivers <i>(Government, Partners)</i></p>
					<p>6. Shared responsibilities in care giving and inclusion of men</p>

## CRITICAL AREA # 4: GENDER and HIV / AIDS

HIV/AIDS should be considered within the framework of sexual and reproductive health.  
 This should be an integrated approach that recognises broader issues and goes beyond health interventions to reduce gender inequality.  
 It should recognise the impact of broader social and economic policy on HIV/AIDS and the impact of HIV/AIDS on national productivity.

INTENDED OUTCOMES	ESTABLISHED TARGETS (Commonwealth PoA Actions)	INDICATORS			
		Framework Document	Commonwealth	United Nations	Other
<p><b>A. HIV/AIDS – gender sensitive policy</b></p> <p>Women and those who care for those with HIV/AIDS, receive appropriate, accessible and quality services for HIV/AIDS including preventive services</p>	<p>6. Address the links between HIV/AIDS and sexual and reproductive health, and promote the full integration of HIV/AIDS and sexual and reproductive health programming and services.</p> <p><i>(3.50: xii – pg 50)</i></p>	<p>1. Resources and information available to encourage support of safer sex between partners <i>(Government)</i></p>			

## RESOURCE LIST

### General

#### International

*World Bank. Indicators for Monitoring the Millennium Development Goals, Definitions, Rationale, Concepts and Sources.*  
[http://devdata.worldbank.org/gmis/mdg/UNDG%20document\\_final.pdf](http://devdata.worldbank.org/gmis/mdg/UNDG%20document_final.pdf)

*United Nations. Millennium Development Goals Indicators*  
<http://mdgs.un.org/unsd/mdg/Host.aspx?Content=Indicators/OfficialList.htm>

*United Nations. Statistics and Indicators on Women and Men.*  
<http://unstats.un.org/unsd/demographic/products/indwm/>

*The World Bank. Gender Stats.*  
<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/EXTANATOOLS/EXTSTATINDDATA/EXTGENDERSTATS/0,,contentMDK:21347401~menuPK:3564894~pagePK:64168427~piPK:64168435~theSitePK:3237336,00.html>

#### Regional

*Economic Commission for Latin America and the Caribbean. GENDER INDICATORS for follow-up and evaluation of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Beijing Platform for Action.* <http://www.cepal.org/publicaciones/xml/4/4334/index.htm>

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### **Gender, Democracy Peace and Conflict**

*Save the Children. Gender Based Violence, Care and Protection of Children in Emergencies, a Field Guide.*  
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### **Gender Human Rights and Law**

*United Nations. 15 Years of the United Nations Special Rapporteur on Violence Against Women It's Causes and Consequences.* <http://www2.ohchr.org/english/issues/women/rapporteur/docs/15YearReviewofVAWMandate.pdf>

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## **Gender Poverty Eradication and Economic Empowerment**

*ILO resources on Job Creation and Enterprise Development.*

<http://193.134.194.11/dyn/empent/docs/F2042326947/No%201%20Trade.pdf>

*WIDE briefing paper on Gender Indicators for Monitoring Trade Agreements.*

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*World Bank. World Trade Indicators 2008. Benchmarking Policy and Performance.*

<http://info.worldbank.org/etools/wti2008/docs/mainpaper.pdf>

*Bridge. Gender and Trade Supporting Resources Collection.* <http://www.bridge.ids.ac.uk/reports/CEP-Trade-SRC.pdf>

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*Beijing Platform for Action: Provide Women with Access to Savings Mechanisms and Institutions and to Credit.*

<http://www.gdrc.org/icm/wind/wind-a3.html>

*UNDP. Gender-sensitive Indicators and Pro-poor Indicators of Good Governance.*

<http://www.undp.org/oslocentre/docs05/cross/2/Gender-sensitive%20and%20pro-poor%20indicators%20for%20Democratic%20Governance.pdf>

## **Gender HIV/AIDS**

*UN AIDS presentation. Addressing gender in HIV/AIDS Indicators: Key issues to consider.*  
[data.unaids.org/Topics/M-E/merg8\\_addressing-gender\\_en.ppt](http://data.unaids.org/Topics/M-E/merg8_addressing-gender_en.ppt)

*World Bank. Gender-Sensitive HIV/AIDS Indicators for Monitoring and Evaluation – Factsheet.*  
[http://siteresources.worldbank.org/INTGENDER/Resources/HIVAIDS\\_MandE.pdf](http://siteresources.worldbank.org/INTGENDER/Resources/HIVAIDS_MandE.pdf)

*Centers for Disease Control and Prevention. HIV/AIDS Statistics and Surveillance.*  
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