



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

Mid Term Review
Conceptual Framework



**Mid Term Review (MTR) of the Commonwealth Plan of Action for Gender Equality 2005 – 2015:
Conceptual Framework**

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1. Introduction

In 2010, the Commonwealth Secretariat will embark on a Mid Term Review (MTR) of the Commonwealth Plan of Action for Gender Equality 2005-2015 (PoA). This is a unique opportunity for the Commonwealth to refocus attention on interventions needed to achieve gender equality and women's empowerment. It will assess the extent to which the aspirations of the PoA have been achieved since its adoption at the 7th Women's Affairs Ministerial Meeting held in Fiji Islands in 2004. The MTR will also generate authoritative evidence which will assist member countries as well as the Secretariat in making informed decisions to improve policy and practice in order to fully attain the agreed targets by 2010.

The United Nations convened the Fourth World Conference on Women on 4-15th September 1995 in Beijing, China, during which it developed 'The Beijing Declaration and Platform for Action' (PFA) that aimed at achieving greater equality and opportunity for women. The principal themes of the PFA that are in tandem with the Commonwealth PoA are the advancement and empowerment of women in relation to women's human rights, women and poverty, women and decision-making, the girl-child and violence against women.

As agreed upon, implementing the Beijing Platform for Action is mainly the responsibility of governments, but also of institutions in the public, private and non-governmental sectors at the community, national, sub regional, regional and international levels. The Platform acknowledges that significant progress will depend on building strategic partnerships and involving all stakeholders in the efforts towards change. The Declaration embodies the commitment of the international community to the advancement of women and to the implementation of the Platform for Action, ensuring that a gender perspective is reflected in all policies and programmes at the national, regional and international levels.

The Beijing +15 Review examines progress in terms of implementing the PFA as well as remaining obstacles and emerging trends in the world that affect women.

The proposed Mid Term Review is therefore in line with existing international frameworks that seek to achieve gender equality and elimination of all forms of discrimination against women and girls and will lead to building salient lessons that can feed into respective processes and initiatives at all levels across all Commonwealth countries.

Furthermore the MTR is also of particular historical significance as it is taking place at a time when the Commonwealth celebrates its 60th anniversary; the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 30 years and the Beijing Platform for Action 15 years.

The *Monitoring and Evaluation Framework for the Commonwealth Plan of Action* adopted at the Eighth Commonwealth Women's Affairs Ministers Meeting (8WAMM) in 2007 will be used as the main tool for undertaking the MTR.

The planned MTR seeks to build on ongoing periodic regional and country review processes such as the Beijing +15, CEDAW and required reporting on gender equality and women's advancement.

The MTR revolves around and is shaped by the following four critical themes of the PoA:

- Gender, democracy, peace and conflict
- Gender, human rights and law

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- Gender, poverty eradication and economic empowerment
- Gender and HIV/AIDS

The final report of the MTR will be presented to the Ninth Women's Affairs Ministers Meeting (9WAMM) to be held in Barbados in 2010. Key findings from the process will reflect lessons and recommendations to inform future strategic actions on the PoA implementation. The Secretariat is therefore currently working to develop a consultative process for generating evidence to feed into the MTR. This conceptual framework paper outlines proposals on the process, methodology, responsibilities, outputs, and timeline for the MTR.

2. Background

The Commonwealth Plan of Action (PoA) for Gender Equality 2005-2015 provides the framework within which the Commonwealth contributes to advancing gender equality. The PoA builds on past achievements, seeks to close persistent gaps, reflects the Commonwealth's response to global changes as they impact differently on women and men, and engages with new and emerging challenges. The PoA formed part of the Commonwealth's contribution to the United Nations Beijing +10 Global Review in 2005.

The Mid Term Review as well as other methods of monitoring and evaluation (M&E) are mandated by the PoA. Among various M&E strategies identified in the PoA are the Secretary General's biennial report on the implementation of the PoA to the Commonwealth Heads of Government meeting (CHOGM) and reports to the periodic meetings of Ministers Responsible for Women's/Gender Affairs. Furthermore, the Secretariat will integrate monitoring of the PoA into its 4-year strategic planning and annual divisional work plan, and gender audits of the Secretariat's work will be undertaken to assess its impact in promoting equality between women and men in the Commonwealth.

The Mid Term Review of the PoA coincides with the Beijing +15. Member States have therefore encouraged the Commonwealth Secretariat to harmonise its processes with other international players, especially the UN. The Commonwealth Secretariat has already made contacts with the United Nations Economic Commission for Africa (UNECA) in sharing their process. The year 2010 is not only the year of the Mid Term Review and Beijing +15; it is also the year in which the Commonwealth Women's Affairs Ministers will hold their 9th meeting in Barbados.

3. Rationale/Mandate

Commonwealth member countries aim to mainstream gender into national policies and programmes. This is demonstrated by the existence of national policies on gender equality and women's empowerment in many Commonwealth countries, as well as the various related international treaties and framework agreements.

Despite the clear conducive policy and legal environment for gender equality and women's empowerment across the commonwealth countries, mechanisms to systematically track progress, outcomes and impact against set targets, indicators and objectives are weak.

The MTR seeks to overcome these obstacles and to be a participatory, collaborative and constituent centred process that will:

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- Provide data on programme progress and effectiveness
- Improve programme management and decision-making
- Promote accountability to stakeholders, including funders
- Provide data to plan future resource needs
- Provide data useful for policy-making and advocacy

Gender equality and women's empowerment have been gaining increasing importance within and among Commonwealth countries – both as objectives to be achieved as well as instruments for general poverty reduction. The Secretariat is committed to promoting gender equality in its operations and policy influence through strengthening the participation of women in public decision-making processes among others.

The midterm review exercise provides a backdrop for: (a) assessing the efficacy of the PoA for attaining gender equality and women's empowerment; and, (b) highlighting the most salient lessons arising from implementation of the PoA.

Guiding principles

The very existence of the PoA provides the guiding principle for the MTR process. Accountability to gender commitments and progress towards agreed targets by member states are therefore key guiding principles for the process.

Other implied principles include the need to be:

- Focused on member states—based on competencies and the Secretariat's comparative advantages and niche areas of work
- Tailored to individual country realities and needs
- Grounded in empirical evidence on gender equalities/inequalities and good practices in addressing them
- Oriented to results—processes, outcomes, and impacts
- Focused on building and replicating success

4. MTR Objectives

As set out in the Monitoring and Evaluation (M&E) Framework adopted in **2007**, the MTR will aim to:

1. Assess the extent to which Commonwealth Countries have achieved the aspiration of the PoA since it came into effect in 2005.
2. Assess the degree to which the Commonwealth Secretariat's programmes have contributed to promoting gender equality and women's empowerment in member countries.
3. Identify persistent challenges and gaps to the PoA achievements (policies, architecture technical capacity, resources, etc);
4. Address key strategic issues that need attention within the 4 critical areas of concern and emerging issues both local and global.

5. Scope and Scale of the MTR

The review is designed to efficiently collate information from wide consultation from the various actors in the Commonwealth regarding the review of the PoA. Specifically, the review will follow the following principles:

1. Development of a collaborative approach with jurisdictions that ensures that stakeholders can effectively input into the process;
2. Use of a 'work group' approach i.e. the Commonwealth Gender PoA Monitoring Group (CGPMG), the Secretariat, MTR Task Teams (Secretariat and Member Countries) and consultants to clearly and transparently assess progress in implementing the PoA;
3. Consultations with commonwealth constituents through participatory processes;
4. Assessments of progress against targets and indicators under the four critical areas of concern as well as the following:
 - Institutional mechanisms to support gender equality and women's empowerment and including implementation and monitoring of the Commonwealth Secretariat PoA.
 - Commonwealth Secretariat support for institutional development and capacity building particularly in the Secretariat's established niche areas:
 - Gender Responsive Budgeting (GRB)
 - Gender Management System (GMS)
 - Integrated Approach to addressing Violence Against Women (VAW)/Gender Based Violence (GBV)
 - Gender and Trade
 - Gender, Culture and the Law
 - Gender and Financing
 - Challenges and constraints faced in implementing and monitoring the Commonwealth Plan of Action

Indicators

The Nature and Range of Indicators that will inform the MTR will be centred around Input, Process, Output and Outcome indicators as illustrated in the tabulation below and captured in the MTR Indicator template;

NATURE AND RANGE OF INDICATORS TO BE TRACKED BY MTR			
<i>Input</i>	<i>Process</i>	<i>Output</i>	<i>Outcome/Impact</i>
What resources were utilized to achieve the target?	Measurement of implementation - What was done to ensure that the target was achieved?	What immediate results realized from implementation of the intervention?	What long term changes occurred as a result of the intervention? - Negative, positive, sustainable?
e.g. Number of special programmes in civic and voter	e.g. Number and type of training available in transformational	Percentage of women running for political office and as candidates in	e.g. Women fully and equally participating in leadership in all sectors and levels

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education targeting women.	leadership, and the number of women who have participated in trainings.	the most recent parliamentary elections	
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A consistent approach will be used across and among actors and will involve the following:

a. Assessment of PoA Achievements/Successes

In order to evaluate the achievement of agreed targets, PoA monitoring measures, quantification and reporting of achievements against the performance, indicators for each critical area of concern will be assessed. Where performance indicators are regarded as inappropriate, they will be reviewed and alternatives and/or amendments suggested.

b. Management Capacity Assessment

Management capacities of the various actors need to be assessed. The matrix will include existing and potential systemic and management challenges expected in each country and how they can be overcome. Due to time limitations associated with the evaluation, a core set of management dimensions will be identified for review. Specific instruments for the review of the Commonwealth Secretariat’s management capacities will also be developed.

c. Review PoA Logic against Key Local Challenges

Key Challenges will be identified to determine the effectiveness of the PoA. The various actions in the PoA will be reviewed to determine how well they address these contextual challenges. The contribution of the Commonwealth Secretariat to the delivery of commitments of the PoA by member countries shall be assessed.

A matrix, with a simple worked example, will be prepared that compares key challenges with PoA critical areas of concern and level of influence. Within the matrix, each aspect of the PoA will be rated in the areas of realistic, applicability and level of influence each action could have in meeting the key challenges the PoA addresses.

6. Activity Description

The MTR will consist of two components:

Component 1: will seek to assess the extent to which Commonwealth countries have achieved the aspiration of the PoA since it came into effect in 2005.

Component 2: will seek to assess the extent to which the Commonwealth Secretariat’s programmes have contributed to promoting gender equality and women’s empowerment in member countries since 2005.

7. Outputs

Component 1

Output 1: The main output of component 1 will be a report analysing progress made so far by Commonwealth Countries in implementing the PoA and recommendations to improve practice. Findings from the MTR process will be a core tool for reinforcing and shaping the Commonwealths strategic direction and programming around gender equality.

Based on agreed indicators set out in the M&E Framework, the report will analyse the extent to which member countries have:

- Enhanced women's participation in leadership, politics and decision-making
- Enhanced women's participation in conflict resolution, peace processes and reconstruction, with all human rights for women and children protected
- Eliminated violence against women and girls
- Protected women's rights, not only in the existence of laws, but in the effective implementation of these laws
- Ensured women's access to the fundamental resources essential for economic well being
- Empowered women through a systematic approach to resource allocation and planning which ensures their access to productive resources
- Reduced maternal mortality
- Eliminated gender disparities in primary and secondary education
- Provided appropriate, accessible and quality services for women infected and affected by HIV/AIDS and to those who care for those with HIV/AIDS

This component will involve:

- (i) Desk review of relevant reports e.g. Beijing+15 Country Reports
- (ii) Completion of a Survey Questionnaire/interviews by member countries
- (iii) Review of research reports on gender mainstreaming efforts in respective countries.

Component 2

Output 2: A report analysing the impact of the Commonwealth Secretariat's programmes in member countries. This report will be used to reinforce ongoing support and partnership with key gender actors and stakeholders particularly the NWM and internal mainstreaming efforts.

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The report will seek to build on the findings of the *Performance Audit of the Commonwealth Secretariat Strategy for Gender Equality and Gender Mainstreaming (2007)*. It will draw on:

- (i) Desk reviews
- (ii) Questionnaires/interviews with Commonwealth Secretariat staff and relevant stakeholders in member countries
- (iii) Consultation of relevant, existing materials.

8. Approach and Methodology

The review will be a dual process involving:

- i. Member countries
- ii. The Commonwealth Secretariat

In the former, a self-administered survey questionnaire will be distributed to all countries and semi-structured interviews will be conducted as required to solicit information. These should include both quantitative and qualitative data.

In the latter, reviews will be conducted in the Commonwealth Secretariat and in selected constituent countries.

Extensive documentation will form a significant component in the evaluation and it will be an integral part of the review.

The standard evaluation criteria of relevance, effectiveness, efficiency, attribution (of results to interventions), sustainability, capacity-building and impact (both intended and unanticipated, i.e. variance analysis) will be applied throughout the process, as relevant, and where possible. Differences in views among key stakeholders will be explored to strengthen and reaffirm a common purpose.

Cross-checking of information (triangulation) from different sources (including reports to the UN, for harmonisation) will be done to ensure validity and reliability of findings/results as a basis for assessing the likely development outcomes of the PoA. The evaluation shall assess the delivery of outputs and relate them to key results for the respective countries and regions.

9. Management Strategy for PoA MTR

The review management structure is designed to maximize contribution and buy in from the Commonwealth constituents. The MTR will be facilitated by technical MTR Task Teams engaged in:

- i) Commonwealth member countries and
- ii) The Commonwealth Secretariat.

The **Country level MTR Task Teams** should be inter-sectoral, comprising but not limited to representatives from key line ministries, department and agencies, civil society organisations, the private sector and where relevant international donor partners, under the leadership of the national women's machinery.

The **Secretariat MTR Task Team** should have inter-divisional and special unit representation led by the Gender Section and work with independent consultants for the internal review of the Secretariat implementation of the PoA.

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Both Task Teams will be backstopped by consultants both at the regional and global levels.

Regional consultants will offer technical assistance as required to country MTR Task Teams in the preparation of country reports and will generate a regional report on the PoA implementation.

Two global consultants will guide the entire reporting process by:

- i) Working with the CGPMG Sub-group and the Secretariat at all stages of the MTR process
- ii) Providing guidance to regional consultants in the production of regional reports
- iii) Assisting the Secretariat MTR Task Team and independent consultants in the production of the Secretariat internal review report.
- iv) Integrating regional and the Secretariat internal review reports into an overall global MTR Report.

The teams of consultants will report to the Commonwealth PoA Monitoring Group.

The MTR Task Teams will take cognisance of the following aspects and issues that can inform the midterm review of the Plan of Action:

- Sex and gender disaggregated data showing recent trends and changes for each critical area of concern
- Policy, legislative, programme or institutional changes taken by government and non-government actors to advance gender equality and women's empowerment, per critical area of concern;
- Trends in financing and resource allocation for gender equality and women's empowerment priorities/critical areas of concern;
- Institutional framework for promotion of gender equality and women's empowerment;
- Challenges and gaps in implementing the PoA commitments;
- Good practices and lessons learned.

9.1 MTR Task Team Functions and Deliverables

Country Level

- Data identification and sourcing
- Completion and submission of survey questionnaire
- Organise interviews and follow-up discussions as required to supplement available data

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- Liaise with regional consultants in the production of country reports
- Provide regular feed-back to the Minister in charge of women/gender affairs on progress in the report production
- Generate country reports consistent with MTR guidelines and reporting templates

Secretariat Level

- Identify the roles of the divisions and units in the implementation of the PoA
- Facilitate and assist the internal review process
- Provide information and data as required by the internal review consultants
- Support the launching of the MTR process and briefing of High Commissioners of Commonwealth countries
- Provide comments and feed-back on the draft report
- Appraise Secretariat divisions and units of progress on the review process
- Provide regular feed-back to senior management of the Secretariat on progress in the overall MTR process
- Monitor implementation of recommendations and gender mainstreaming in respective divisions.

9.2 The Mid Term Review Process

The approach employed and method used to evaluate the PoA is designed to permit assessment of the components of the PoA and will allow input and discussion from various jurisdictions. The approach consists of eight key broad steps:

- Step: 1.** Consider and adopt framework for the review process and respond to questions relating to:
- Analysis of the PoA logic and its internal coherence, proposal for bridging gaps in the cause-and-effect assumptions;
 - Evaluation questions and explanatory comments on each question (for both national and secretariat review);
 - Judgement criteria relating to each PoA critical area of concern;
 - Indicators considered for each criterion, drawn from the PoA monitoring and evaluation framework;
 - Method and work-plan for gathering the available data;
 - Strategy for the desk and field data collection and analysis;
 - Proposed MTR report content and lay out
- Step: 2.** Hold MTR planning meetings and retreat to finalize review tools and obtain stakeholder consensus on scope, approach and methodology for the MTR.

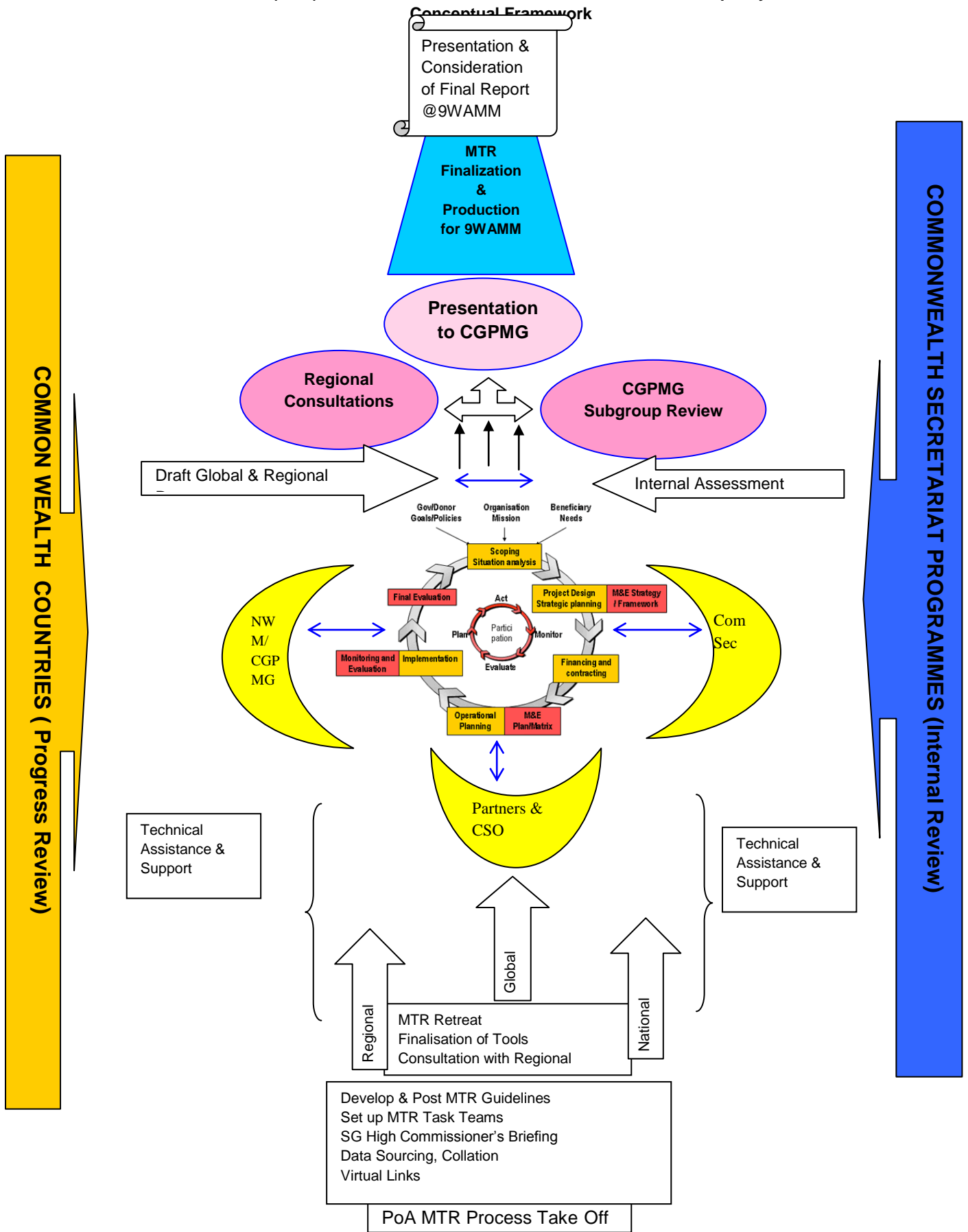
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- Step: 3.** CGPMG and Secretariat to facilitate and set up MTR Task Teams; develop and post MTR Guidelines; gain consensus on data sourcing and collation; establish virtual links i.e. Secretariat web site on MTR.
- Step: 4.** Further preparatory work, desk review of relevant documents and additional literature search including contextual review of MTR process from member country perspectives;
- Step: 5.** Field data collection by directly contacting relevant ministries and civil society stakeholders in each country to inform them of the evaluation process and call for their participation. At this stage, questionnaires/ instruments will be sent to countries along with background information, guidelines on how they are to be filled in and schedules for their return. Contact will be sought with the technical focal point persons in each jurisdiction. Regional or national consultants will be contracted to provide technical backstopping in the production of the country reports.
- Step: 6.** Collect completed survey questionnaires and collate, analyse, review relevant country status reports against selected criteria to identify achievements, opportunities and challenges to PoA implementation in order to produce: (1) (draft) regional reports concurrently with the internal assessment report for the Commonwealth Secretariat and (2) an integrated global report. In the analysis, the various country reports will be assessed for technical validity and the individual and collective impact of each action. Trends in performance in each critical area of concern for the PoA shall be analysed at regional level. Relevant review reports/perspectives of civil society and other partners shall be obtained for triangulation of the results.
- Step: 7.** Regional and global consultative meetings shall be held to validate the findings of the review reports. The CGPMG Sub-group working with the Secretariat shall review the draft reports (countries/regions and Commonwealth Secretariat internal review) for quality assurance; after which the reports shall be presented to the CPMG for consensus building and value addition.
- Step: 8.** Finalized MTR reports (country/regional reviews and Commonwealth Secretariat internal review) shall be presented to the 9WAMM for consideration and adoption.

9.3 The PoA Logic Frame

The Logic Frame below illustrates the process and approach of the MTR.

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CPoA MTR Logic Frame

10. MTR Stakeholders

The MTR will involve different actors within the Commonwealth Secretariat, member countries, civil society organizations and other partners.

Commonwealth Countries (NWMs, Foreign Affairs Ministries and other government agencies)

- Country reports
- Advocacy to refocus national action on gender mainstreaming

CGPMG

- Oversight of MTR

Commonwealth Secretariat

- Facilitating and managing MTR process
- Review of the Secretariat's contribution to the PoA
- Reporting to 9WAMM and CHOGM
- Integrating lessons and outcomes into Secretariat's future programming
- Funding
- Capacity building and sharing good practice

Consultant(s)

- Develop approach and methodology for MTR
- Collect and analyse data
- Draft MTR
- Present preliminary findings to CGPMG and 2010 meeting of NWMs
- MTR final report for consideration at 9WAMM

Commonwealth Foundation & CSOs

- Regional shadow reports
- Advocacy

Partner organizations (Multilateral, Bilateral, International, Regional Development Agencies)

- Data
- Expertise and sharing of experiences

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11. Timeline

Estimated Activities and Timelines for Completion and Submissions for Commonwealth PoA MTR Questionnaire

To facilitate the MTR process, a draft dissemination and collation schedule for managing the data capture and report writing process is provided below. The final output, a final evaluation report, is expected to be prepared for discussion at the 9WAMM in Barbados in 2010.

Timeline for Commonwealth PoA on Gender Equality 2005-2015 Mid Term Review Evaluation														
ACTIVITY	✓	2009						2010						RESPONSIBLE PARTY
		J	A	S	O	N	D	J	F	M	A	M	J	
<u>MTR Planning Meetings, Retreat and Validation of MTR instruments</u> - Adopt MTR Conceptual Framework (concept, methodology and process) - Validate & approve MTR Indicator Template - Approve MTR survey questionnaire and guidelines - Validate reporting template and process - Update MTR timeline and work plan	✓	X												CGPMG Subgroup, Gender Section
- Develop NWM contact list disaggregated by region to facilitate regional coordination and for circulation to CGPMG sub-group representatives - Develop CSO & other contact lists		X	X											Gender Section, Programme/ Research Assistants
<u>Questionnaire Pre-Test</u> - Pre-test questionnaire in Botswana, Bangladesh, Tonga & Jamaica. - Revise questionnaire		X	X											NWM, Consultants & Gender Section
<u>MTR Task Teams:</u> - Set up task teams in each member country - Set up internal Commonwealth Secretariat task team			X	X										Secretariat Divisions, sections and special units, Gender Section & NWM

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Timeline for Commonwealth PoA on Gender Equality 2005-2015 Mid Term Review Evaluation														
ACTIVITY	✓	2009						2010						RESPONSIBLE PARTY
		J	A	S	O	N	D	J	F	M	A	M	J	
<u>Info bank & dissemination:</u> - Posting of MTR guidelines - Data sourcing, harmonisation of relevant national submissions (includes B+15; CEDAW; MDG; etc) - Provide virtual links and technical support - Dissemination of MTR information & tools to countries, CSO, media and relevant partners - Dissemination of survey questionnaire and guidelines to members and CSO - Administer survey questionnaires and organize follow-up interviews, as necessary		X	X	X	X			X						Gender Section & Communications Unit, NWM, Consultants
Identify and engage consultants (regional, global and for the internal Commonwealth Secretariat review)			X	X										Gender Section, CGPMG
<u>MTR Launch</u> - Official launch of the MTR process - High Commissioners' Briefing - Implementation of marketing strategies - Input Commonwealth Heads of Government Meeting agenda			X	X	X									CGPMG, Secretariat, Gender Section, MTR Task Teams, Communications Unit
Consultation with Regional Agencies and Partners on MTR				X	X	X	X							Gender Section; Advisers & NWM
<u>Report Writing workshop</u> - Guidelines & procedures for report writing - Training on data entry and analysis tool (EPI-Data)				X	X									Gender Section, Gender Advisers, CGPMG, MTR Task Team, Consultants

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Timeline for Commonwealth PoA on Gender Equality 2005-2015 Mid Term Review Evaluation														
ACTIVITY	✓	2009						2010						RESPONSIBLE PARTY
		J	A	S	O	N	D	J	F	M	A	M	J	
<u>Data collection & analysis</u> - Regional and national assistance - parameters and criteria for national assistance to be clearly developed and communicated - Internal assessment process for PoA implementation (consultancy)				X	X	X	X	X						Secretariat, CGPMG, NWM & relevant ministries, MTR Task Teams, Consultants
Follow up of survey questionnaire with countries					X	X		X						CGPMG, Gender Section, MTR Task Teams
Collection and collation of completed survey questionnaires					X	X		X						Gender Section, CGPMG, Consultants
Draft global/regional consultations & report writing					X	X	X	X						Consultants
<u>Draft report:</u> - Review of initial draft reports by CGPMG subgroup - Presentation to CGPMG - Produce final report - Dissemination of advanced MTR report to member States - Produce abridged & Best Practices of CSOs reports - Advanced e-copy of draft to Ministers					X	X	X	X	X					CGPMG, Gender Section, Gender Advisers, Consultants
Finalization and production for 9WAMM Barbados												X	X	Gender Section, Consultants
Consideration of MTR Report by 9 Women's Affairs Ministerial Meeting													X 6-12 Jun	WAMM, CGPMG, Gender Section, MTR Task Team

ANNEX 1 Monitoring and Evaluation Framework

This section presents the Commonwealth Secretariat M&E Framework. In the Framework, each of the four critical areas of the PoA is listed, along with corresponding indicators and data sources.

Plan of Action Critical Area: I. Gender, Democracy, Peace and Conflict		
Intended outcomes by 2010	Indicators	Data source
<p>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. Percentage increase in the proportion of seats held by women in parliament in</p> <p>a. lower or single house and</p> <p>b. upper house</p> <p>c. local bodies/authorities</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>WISTAT</p> <p>Inter-Parliamentary Union</p> <p>World's Women</p> <p>UNDP</p> <p>UNIFEM</p> <p>Inter-Parliamentary Union</p> <p>African Development Bank</p>

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<p>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. Existence of national plans of action on UN Security Council Resolution 1325.</p>	<p>OSAGI</p> <p>National Statistics Office</p>
	<p>2. Percentage of women in governmental peace-related decision-making committees and bodies</p>	<p>OSAGI</p>
	<p>3. Percentage of military observers, peacekeeping troops and civilian troops sent by troop contributing countries, who are female</p>	<p>OSAGI</p>

Plan of Action Critical Area: 2. Gender and Human Rights and Law

Intended outcomes by 2010	Indicators	Data source
<p>Violence against women and children</p> <p>Violence against women and girls is eliminated</p>	<p>1. Reported incidence of rape/defilement and percentage of reported cases resulting in prosecution</p> <p>2. Reported incidence of domestic violence and percentage of reported cases resulting in prosecution</p>	<p>WISTAT</p> <p>National Machineries/ National Statistics</p>

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<p>Protection of rights in law</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. Existence of laws prescribing specific legal action against domestic violence, sexual harassment, rape/defilement and sex trade.</p> <p>2. Codification of customary laws which discriminate against women</p>	<p>CEDAW</p> <p>National Women's Machineries/National Statistics</p>
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Plan of Action Critical Area: 3. Gender, poverty eradication and economic empowerment		
Intended outcomes by 2010	Indicators	Data source
<p>Access to economic resources, capital, land and information technology</p> <p>All women have access to the fundamental resources essential for economic well being</p>	<p>1. Existence of enacted laws on equal pay and against labour discrimination for reasons of sex</p> <p>2. Women's labour force participation (as a percentage) and percentage of employees in agriculture, manufacturing services sectors who are female</p> <p>3. Percentage of land owners who are female in: rural urban sectors</p>	<p>ILO</p> <p>National Women's machineries</p> <p>ILO/ National Statistics</p> <p>National Women's Machineries</p> <p>National Statistics</p>

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<p>Macro economic conditions are gender sensitive</p> <p>Women are empowered through a systematic system of resourcing and planning which ensures resources are allocated to them</p>	<p>1. Existence of policies to provide access to credit to self employed women and women entrepreneurs</p> <p>2. Percentage increase in women's access to credit</p> <p>3. Existence of gender responsive budgeting</p>	<p>National Women's Machineries</p> <p>National Statistics</p>
<p>Maternal Mortality</p> <p>Reduction of maternal mortality by three quarters (2015)</p>	<p>1. Percentage of births attended by skilled birth attendants</p> <p>2. Number of emergency obstetric care functional units per 500,000 and appropriate figures for smaller nations</p>	<p>National Women's Machineries</p> <p>National Statistics</p>
<p>Education</p> <p>Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015</p>	<p>1. Ratio of girls to boys in primary, secondary and tertiary education</p>	<p>UNESCO</p> <p>National Statistics</p>

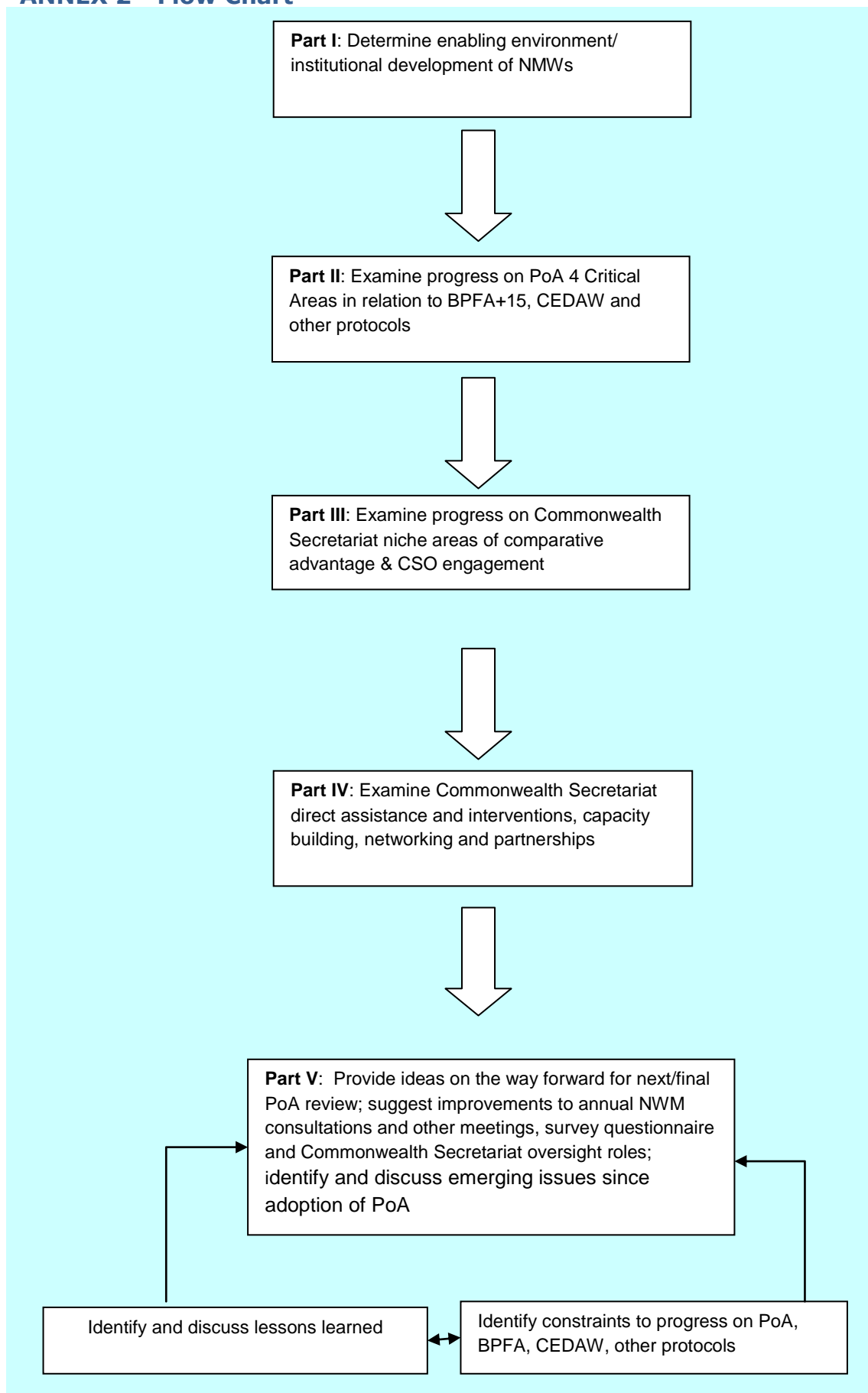
Plan of Action Critical Area: 4. Gender and HIV/AIDS

Intended outcomes by 2010	Indicators	Data source
<p>HIV/AIDS –gender sensitive policy</p> <p>Women and those who care for those with HIV/AIDS,</p>	<p>1. Estimated number of women living with HIV/AIDS (females/100 males)</p>	<p>UNAIDS</p> <p>UNFPA</p>

**Mid Term Review (MTR) of the Commonwealth Plan of Action for Gender Equality 2005 – 2015:
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<p>receive appropriate, accessible and quality services for HIV/AIDS including preventive services</p>	<p>2. Percentage of HIV-positive pregnant women receiving antiretroviral prophylaxis</p>	<p>UNAIDS National Statistics</p>
	<p>3. Percentage of women in vulnerable groups as defined by National Policies, accessing HIV/AIDS counselling, testing and educational programmes.</p>	<p>UNAIDS National Statistics</p>

ANNEX 2 - Flow Chart





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