



## Indicator Tip Sheet

### WPHF Impact Area 6: Peacebuilding & Recovery

The following tip sheet provides guidance to WPHF grantees on the required indicators to be used for WPHF Impact Area 6: Peacebuilding and Recovery, and specific to initiatives focused on women who are forcibly displaced. 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>.

#### Definitions<sup>2</sup>

**Refugee:** Persons who, due to violence, wars, mass violations of human rights or well-founded fear of personal persecution, seek refuge outside their home country and who require international protection.

**Internally Displaced Person (IDP):** An individual who has been forced to flee from their home as a result of, or in order to avoid the effects of armed conflicts, violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognized State border.

**Returnee:** Refugees returning to their country of origin. IDPs who return to their region of origin after displacement are also often referred to as returnees.

**Asylum Seeker:** A displaced person whose request for sanctuary has yet to be processed. Not every asylum-seeker will ultimately be recognized as a refugee.

#### Results Framework

The impact statement is: ***Improved socio-economic recovery and political participation of women and girls in peacebuilding contexts.***

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>3</sup> as relevant to your projects.

| Expected Results  | Indicators  | Means of Verification/<br>Sources   | Activities | Budget |
|---|---|---|------------|--------|
| <b>Impact</b><br>Improved socio-economic recovery and women's participation and leadership in peacebuilding contexts <sup>4</sup> | Select at least one (1):<br>6.1. Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations<br>6.2. Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by | Document Review, Observation, or Interviews<br><br>Sample Survey or Document Review<br><br>Document |            |        |

<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> UN High Commissioner for Refugees (UNHCR) <https://www.unhcr.org/449267670.pdf>

<sup>3</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.

| Expected Results  | Indicators  | Means of Verification/<br>Sources   | Activities                            | Budget                                   |
|---|---|---|---------------------------------------|--|
|   | type of displacement <sup>5</sup> and age group <sup>6</sup> )<br><br>6.3. Number of women participating in decision-making processes (disaggregated by type of displacement and age group)   | Review, Interviews or Observation   |                                       |  |
| <b>Outcome(s)</b> <sup>7</sup><br>Develop outcome statement(s) based on your project. | Include the following reach indicators at the outcome level:<br><br>R1. Number of women forcibly displaced who are supported by the project (by type of displacement and age group)<br><br>R2. Number of other people directly benefiting from the response (by sex, age group, or type of beneficiary <sup>8</sup> )<br><br>R3. Number of people indirectly benefiting from the response<br><br><b>AND</b> develop 1 additional indicator for each outcome that captures the change of your project. | Document Review/<br>Participant Lists<br><br>Document Review/<br>Estimation <sup>9</sup><br><br>To be determined by the grantee |                                       |  |
| <b>Output (s)</b> <sup>10</sup><br>Develop a set of outputs for <u>each</u> outcome.  | Develop 1-2 indicators for each output  | Determine a means of verification and source for each indicator   | For each output, list your activities | For each output, enter the budget amount |

### Data Collection and Do No Harm

The collection of beneficiary data must never come before the safety, security and ethical considerations of women and communities. In many cases the collection of data and identifying information (e.g., names, contact information or identification) from women and their families can place them at additional risk and harm. It is important to remember:

- The right to remain in the host country can be put at risk on the basis of data collected.
- Women and their families may feel forced or obligated to provide information in order to benefit from the project.
- Collecting too much information on participants may cause emotional distress as the recalling of painful experiences of conflict, violence, violations, or abuse.

To reduce the risks and harms:

- Always obtain consent from beneficiaries on the collection of any data or identifying information
- Inform beneficiaries on how information will be used and how you will protect the information.
- Ensure beneficiaries know they have the right to decline that their information being collected or used
- Do not write down people's names. Instead use a number (e.g. 1, 2, 3, etc.).

<sup>4</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>5</sup> Types of displacement include refugee, IDP and returnees.

<sup>6</sup> WPHF age groups are under 18 years and 18 years and above

<sup>7</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 mechanisms for peacebuilding"*.

<sup>8</sup> Type of beneficiaries could include host community members, local authorities, and other stakeholders which can include people living with disabilities, women-headed households, etc., if needed.

<sup>9</sup> See Indirect Beneficiary definition

<sup>10</sup> An **output** is concrete deliverable, product or service provided as a result of activities implemented. An example of an output statement is: *"Information on land rights and inheritance provided to women"*.

- Collect information in a private way so that others around do not hear.
- Do not ask for too much information from beneficiaries. Ask only what is required.
- Protect data collected by storing it in a secure location or adding passwords to electronic files.

While the next section outlines the reporting of disaggregated data such as by age group, type of displacement, women-headed households, etc., this is only done when it is safe to do so, and if no harm will be brought to women, organizations, or staff. It is done in ethical ways that ensure privacy and protection.

## 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 one** impact level indicator<sup>11</sup>; and
- **All** 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 6.1</b><br>Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations                              | Recognizing that peacebuilding and recovery is a long-term process, this indicator captures both the number and description of types of plans, strategies, or policies in peacebuilding processes in which women have been able to make meaningful contribution to, or influence efforts in the development of these plans/policies.<br><br>Examples could include women or CSOs that have successfully contributed to integrating gender-specific language, women’s demands and/or financial commitments into plans or policies, and which specifically support integration and support to populations who are forcibly displaced.   |
| <b>Impact Indicator 6.2</b><br>Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age group) | This is a quantitative indicator which counts the total number of women who reported increased agency as a result of improved economic resources through your WPHF project.<br><br>Agency can mean having increased confidence, participation or leadership in decision making as a result of increased economic empowerment and benefits. For example, this could be women who report increased participation, influence and/or leadership in decisions within the household or community decision-making processes as a result of increased economic contributions, or a benefit from economic recovery activities implemented.<br><br>The indicator does not refer to the number of women who have accessed economic resources (these numbers may be captured at the output level). Rather, it demonstrates the change in women’s ability to exercise their voice, their influence and ability to contribute to decision making because they have increased their economic resources (you can measure this change in influence for example by conducting a survey).<br><br>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 women reporting greater agency, divided by the total number of women surveyed in your target area. For example, 60% (75 out of 150 women).<br><br>This indicator should be disaggregated by age group (over 18 years and under 18 years) and type of displacement (refugee, IDP and returnees), whenever possible. |

<sup>11</sup> You may select more than one indicator, if relevant to your intervention.

| Required Indicators  | Definitions  |
|--|--|
|  | Other variables or disaggregation such as women living with disabilities, women-headed households, or other intersectionalities that are relevant to the context can also be included.   |
| <b>Impact Indicator 6.3</b><br>Number of women participating decision-making processes (disaggregated by type of displacement and age group)   | <p>This is a quantitative indicator and counts the total number of women who are actively participating in decision making processes as a result of your WPHF project's interventions. This could be within community committees or forums, decision-making and governance bodies at district or regional levels, in the management of responses or peace processes, or in other processes such as elections or processes aimed at promoting peacebuilding and recovery.</p> <p>This indicator should be disaggregated by age group (over 18 years and under 18 years and type of displacement such as refugees, IDPs or returnees, where possible).</p>   |
| <b>Use the Reach Indicators. Place these at the Outcome level of the Results Framework</b>   |  |
| <b>Reach Indicator 1:</b><br>Number of women who are forcibly displaced that benefit from the response (by type of displacement and age group) | <p>This is a quantitative indicator and counts the total number of women who are forcibly displaced as a result of persecution, conflict, violence, natural disasters, or human rights violations (such as refugees, internally displaced populations (IDPs) or asylum seekers), and who receive support directly by your project. The support can include participation in economic recovery activities such as employment or self-reliant activities, or participation in decision-making in political processes, or as agents of change at local, regional, or national levels.</p> <p>This indicator should be disaggregated by the type of displacement (refugee, IDP and returnees) and age group (over 18 years and under 18 years), whenever possible. Other variables or disaggregation such as women living with disabilities, women-headed households or other intersectionalities that are relevant to the context can also be included.</p> |
| <b>Reach Indicator 2:</b><br>Number of other people directly benefiting from the response (by sex, age group, or other variables)              | <p>These direct beneficiaries refer to other individuals, groups, or organizations, which benefit directly from your intervention, or who are the direct recipients or participants of your activities. These can include host communities, members of local civil society organizations or other stakeholders.</p> <p>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, location, women-headed household, stakeholder, etc.), if needed.</p>   |
| <b>Reach Indicator 3:</b><br>Number of people indirectly benefiting from the response  | <p>Indirect beneficiaries refer to other individuals, groups or organizations who are not the direct target of your interventions. 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>  |

## Table 2: 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  |
|---|--|
| Types of activities that foster social cohesion and peacebuilding between host and refugee or IDP communities | This is a qualitative indicator which describes the types of initiatives that promote social cohesion and improved peace between host communities and women or communities that have been forcibly displaced (refugees, IDPs and returnees). This can include increased dialogue or collaboration between communities and any activity planned by the project with this objective in mind. |

| Suggested Outcome Indicators   | Definitions  |
|--|--|
| Type of interventions implemented by CSOs to enhance women's participating decision-making processes in peacebuilding contexts | This is a qualitative indicator which describes the type of actions/strategies that are taken by your organization to facilitate women's participation in political and/or decision-making processes in peacebuilding contexts. This can include activities such as advocacy campaigns, information sessions on the importance of women's involvement and equal participation, policy briefs/media/research that is produced on women's participation, training in advocacy, providing technical assistance to support women's participation as decision-makers etc. These can be one-time interventions or ongoing throughout your WPHF project.  |
| Types of demands that have been developed and presented for gender-sensitive plans and policies                                | <p>This is a qualitative indicator which describes the types of demands or recommendations that have been presented with the support of your WPHF project, for the development of gender-sensitive plans or policies in peacebuilding contexts, particularly those which are related to the protection and recovery of women who have been forcibly displaced.</p> <p>Gender-sensitive plans and/or policies can be the inclusion of language ('women' or 'gender') in a key document, making sure SGBV is addressed as a peace and security issue, that dialogues contain topics which consider gender equality and gender-related language in a recovery plans or policies, or specific issues related to women who have been forcibly displaced, etc.</p>   |
| Number of women forcibly displaced who are supported for greater economic and/or leadership                                    | <p>This is a quantitative indicator and counts the total number of women who are forcibly displaced as a result of persecution, conflict, violence, natural disasters, or human rights violations (such as refugees, internally displaced populations (IDPs) or asylum seekers), and who receive support directly by your project. The support includes participation in economic recovery activities such as employment or self-reliant activities, or participation in decision-making processes, or as agents of change at local, regional, or national levels.</p> <p>This indicator should be disaggregated by age group (over 18 years and under 18 years), whenever possible. Other variables or disaggregation such as women living with disabilities, women-headed households or other intersectionalities that are relevant to the context can also be included.</p>   |
| Degree to which women feel safe and secure in engaging in economic activities  | <p>This is a qualitative indicator which measures how much women who are forcibly displaced feel that formal or informal economic activities in which they engage are both safe and secure. Access to formal work or livelihoods may be prohibited or restricted by law and many refugees who do manage to find work do so mostly in the informal economy<sup>12</sup>. The type of employment is dependent on national laws and context.</p> <p>Safe and secure economic activities or employment refers to work that will not cause harm or injury, that women are protected from harassment and sexual harassment in the workplace, are not exploited or have to engage in exploitative work or are denied wages or payment. It is also important to consider the official working age in the country and whether child labor is taking place.</p> <p>Where possible, disaggregate this indicator by age group (under 18 years/over 18 years) and type of displacement such as refugees, IDPs or returnees, where possible.</p> |
| Number of women establishing income generating activities (IGAs) to support their economic recovery                            | This is a quantitative indicator and counts the total number of women who have started an income generating activity (IGA) to support the economic and well-being of their family and are a result of your project interventions. IGAs can be of any size or in any sector (agriculture and livestock, handicrafts, shop keeping activities, etc.) and can be conducted by individual woman or a group of women in a joint IGA such as through a self-help group or other informal or formal group. If group IGAs are used, all members of the group should be counted.  |

<sup>12</sup> Please see more on Safe and Decent Work for Migrants and Refugees at: [http://www.ilo.int/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms\\_524995.pdf](http://www.ilo.int/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_524995.pdf)

| Suggested Outcome Indicators | Definitions   |
|------------------------------|---|
|                              | <p>Where possible, disaggregate this indicator by age group (under 18 years/over 18 years) and type of displacement such as refugees, IDPs or returnees, where possible. Other variables or disaggregation such as women living with disabilities, women-headed households or other intersectionalities that are relevant to the context can also be included.</p> <p>For projects focused on strengthening existing IGAs, CSOs can adjust the indicator to 'Number of women who have strengthened income generating activities to support their economic recovery'. Strengthened IGAs could refer to expansion or scaling-up, re-investment, hiring of other women, etc.</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>13</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)**

### Examples:

- Number (or percentage) of + women with increased agency as a result of economic productive resources + (disaggregated by age group)
- Number of + community awareness sessions conducted with CSOs on advocating for the protection of women who are forcibly displaced + (disaggregated by type of CSO<sup>14</sup>)

## 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 women with increased agency as a result of economic productive resources"*, at the start of your project maybe there are 10 women (out of 50) in your target area that report increased agency. 10 (or 20%) would be your baseline.

<sup>13</sup> OECD Glossary of Key Terms in Evaluation and RBM (2002) <https://www.oecd.org/dac/evaluation/2754804.pdf>

<sup>14</sup> Type of CSO could be women's rights, women-led, youth rights or youth-led

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

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

For example, for the indicator, *“Number of community awareness sessions conducted with CSOs on advocating for the protection of women who are forcibly displaced”*, 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 women with increased agency as a result of economic productive resources”*, maybe you feel that through your interventions, the baseline of 10 women will increase significantly, at which point your target could be 40 women, for example.

If also using a “percentage”, and you feel that your interventions will help increase the number of women who exercise greater agency, your target could be 80% (40 out of 50 women), for example.

Another example, using the indicator of *“Number of community awareness sessions conducted with CSOs on advocating for the protection of women who are forcibly displaced”*, your project is planning to conduct 5 awareness sessions, this 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.*