



Indicator Tip Sheet

WPHF Impact Area 4: Conflict Resolution

The following tip sheet provides guidance to WPHF grantees on the required indicators to be used for WPHF Impact Area 4: Conflict Resolution. It also provides other suggested indicators and gives some general guidelines around the use of indicators, baselines, and targets, and means of verification¹.

Results Framework

The impact statement is: ***Increased representation and leadership of women in formal and informal peace processes and/or implementation of peace agreements.***

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 indicators² as relevant to your projects.

Expected Results	Indicators	Means of Verification/Sources	Activities	Budget
Impact Increased representation and leadership of women in formal and informal peace processes and/or implementation of peace agreements ³	Select at least two (2):			
	4.1. Number of women that participate in formal and informal peace processes or negotiations ⁴	Document Review		
	4.2. Existence of gender responsive elements/provisions in peace agreements, dialogues, and/or decision-making processes	Document Review or Observation		
	4.3 Types of strategies used/implemented to participate in and contribute to the peace process and/or implementation of a peace agreement ⁵	Document Review or Interview		

¹ 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.

² 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.

³ 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.

⁴ This indicator should be disaggregated by the role the woman assigned in the peace process such as mediator, advisor, or other type of stakeholders. See indicator definitions in the next section.

⁵ For CSOs receiving direct support through the Rapid Response Window (RRW), this indicator is used at the outcome level. Please refer to <https://wphfund.org/wp-content/uploads/2020/09/Tip-Sheet-RRW-Direct-Funding-FINAL-ENG.pdf>

Expected Results	Indicators	Means of Verification/Sources	Activities	Budget
Outcome(s)⁶ Develop outcome statement(s) based on your project.	Include both reach indicators at the outcome level: R1. Number of people directly benefiting from the response (by sex, age group, or other variables ⁷) R2. Number of people indirectly benefiting from the response AND develop 1-2 additional indicators for each outcome that captures the change of your project.	Document Review/ Participant Lists Document Review/ Estimation ⁸ To be determined by the grantee		
Output (s)⁹ Develop a set of outputs for <u>each</u> outcome.	Develop 1-2 indicators for each output	To be determined by the grantee for each indicator	For each output, list your activities	For each output, enter the budget amount

Required Indicators

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

Therefore, you must select:

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

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

Table 1: Indicator Definitions (Required Indicators)

Required Indicators	Definitions
Impact Indicator 4.1 Number of women that participate in formal and informal peace processes or negotiations	This is a quantitative indicator and counts the total number of women who actively participate in any formal and/or informal peace process. If possible, please mention what role the women held during the process. Roles could include mediator, advisor, observer, or other role types. This indicator should be disaggregated by age group (over 18 years and under 18 years), whenever possible. It is also important to demonstrate the level of diversity of women who are participating in these processes. Other variables such as disability, indigenous groups, refugees, gender identity, or other intersectionalities that are relevant to the context can also be included.

⁶ **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 women’s organizations and networks in formal conflict resolution processes”*.

⁷ Other variables (or **disaggregation**) can include disability, IDPs or refugees, women-headed households, etc., if needed.

⁸ See Indirect Beneficiary definition

⁹ An **output** is concrete deliverable, product or service provided as a result of activities implemented. An example of an output statement is: *“CSOs supported to increase women’s participation and influence in peace processes”*.

<p>Impact Indicator 4.2 Existence of gender responsive elements /provisions in peace agreements, dialogues, and/or decision-making processes</p>	<p>This is a qualitative indicator and is descriptive in nature and can include any type of change that has occurred as a result of women’s participation in peace processes (e.g. the inclusion of gender-specific language or women’s demands in a key document, or making sure GBV is addressed as a peace and security issue, or that the dialogue contains women’s rights, etc.).</p> <p>If possible, also explain why these provisions are important.</p>
<p>Impact Indicator 4.3¹⁰ Types of strategies used/implemented to participate in and contribute to the peace process and/or implementation of a peace agreement</p>	<p>This is a qualitative indicator and describes the types of strategies developed or used to facilitate the participation or contribution of women to peace processes.</p> <p>This can include examples, such as: engagement with gatekeepers, networking and lobbying, information-sharing amongst networks, ensuring a critical mass of women participants, influencing the agenda of the process, collecting feedback from communities impacted by the peace process, rights-based accountability, presenting recommendations or demands to key stakeholders, etc.</p>
<p>Use BOTH Reach Indicators. Place your reach indicators at the Outcome level</p>	
<p>Reach Indicator 1: Number of people directly benefiting from the response (by sex, age group, or other variables)</p>	<p>Direct beneficiaries refer to the individuals, groups, or organizations, which benefit directly from your intervention, or who are the direct recipients of your activities and are explicitly stated in the output and outcome statements of the results framework. Direct beneficiaries and the target groups are the same.</p> <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, refugees or IDPs, women-headed household, stakeholder, etc.), if needed.</p>
<p>Reach Indicator 2: Number of people indirectly benefiting from the response</p>	<p>Indirect beneficiaries refer to other individuals, groups or organizations who are not the direct target of your interventions as outlined in the results framework but are indirectly affected by your activities. They could be other members of the community, or family members who benefit positively from interventions of direct beneficiary participation.</p> <p>The calculation of indirect beneficiaries is usually done by taking an average family size and multiplying by your direct beneficiaries. While this may create double counting, using a smaller average size will help. For example, if the average family size is 5 and the direct beneficiaries is 100, you would multiply 5 x 100 = 500.</p> <p>Indirect beneficiaries do not need to be disaggregated.</p>

Other Suggested Outcome Indicators

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

Suggested Outcome Indicators	Definitions
<p>Number of CSOs supported/provided capacity building to effectively influence or participate in peace negotiations</p>	<p>This is a quantitative indicator and counts the number of CSOs who are provided training, technical assistance, or coaching/mentoring to build capacity so they can influence peace negotiations, participate actively in negotiations, articulate their needs, or demands.</p> <p>Where applicable, disaggregate the indicator by the type of organization. For example, a women-led organization, youth-led organization, disability-focused organization, or other types of organizations.</p>

¹⁰ For CSOs who have applied for direct support through the Rapid Response Window (RRW), this indicator is used at the outcome level.

Suggested Outcome Indicators	Definitions
Number of women's networks or organizations collaborating in conflict resolution	<p>This is a quantitative indicator and counts the number of women's networks, women's organizations or associations which are working together to implement initiatives in conflict resolution at the local, sub-national or national level.</p> <p>Collaboration could include formal partnerships or informal arrangements. The number of organizations can include your own organization and your implementing partners.</p> <p>Where applicable, disaggregate the indicator by the type of organization. For example, a women-led organization, youth-led organization, disability-focused organization, or other types of organizations.</p>
Number of advocacy events, meetings and/or cross-border dialogues conducted by women and/or civil society organizations	<p>This is a quantitative indicator which counts the number of advocacy events, meetings or dialogues conducted by CSOs (including your own organization) or by women.</p> <p>Advocacy events could refer to protests, campaigns, meetings with stakeholders or duty bearers, the organization of cross-border dialogues, conferences or other types of events that are led by women or CSOs to support women's participation and influence in peace processes.</p>
Number/types of declarations/demands developed and presented to influence decision making processes	<p>This is both a quantitative and qualitative indicator and counts the number and describes the types of declarations, demands, recommendations or statements that have been developed and/or presented by your organization or other CSOs to influence decision making in peace processes at the local, sub-national or national levels.</p> <p>These declarations can be presented formally, submitted to a committee, brought forward by local authorities, published in social media or through other platforms.</p>
Number of women human rights defenders/women peace builders who have access to support systems ¹¹	<p>This is a quantitative indicator and counts the total number of women human rights defenders (WHRDs) or peacebuilders who have used support systems put in place or strengthened by your project.</p> <p>WHRDs are those who engage in the promotion and protection of women's rights and gender equality as well as all women working on any issue related to human rights and fundamental freedoms individually and in association with others¹². They are often subject to gender-specific risks, threats, intimidation, or judicial harassment due to their human rights work.</p> <p>A support system refers to processes or mechanisms put in place to protect or endorse WHRDs such as reporting systems for violations, physical and psychosocial support services for WHRDs, networks established for solidarity, safe houses or passage, or other protection programs.</p> <p>This indicator should be disaggregated by sex and age group (over 18 years and under 18 years), whenever possible.</p>
Number of cases of conflict (including familial, domestic, land, socio-political, etc.) referred to WPHF supported mediators	<p>This indicator counts the number of instances where a case of conflict has been brought forward to a WPHF supported mediator, or through mediators to existing community support structures.</p> <p>Cases of conflict can include conflict at the family level, community level, regional or national level, and can focus on a variety of areas such as domestic, land disputes, conflict between different groups, socio-political in nature, etc.</p>

What are Indicators?

¹¹ This indicator is also relevant for Outcome 5.

¹² For more see: <https://www.ohchr.org/Documents/Events/WHRD/OnePagerWHRD.pdf>

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’¹³.

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 of + cases of conflict referred to community mediators + (disaggregated by region)
- Number + people trained on the importance of women’s participation in peace processes + (disaggregated by sex)

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 cases of conflict referred to community mediators”, at the start of your project maybe only 5 cases were ever reported before. 5 would be your baseline.

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

For the indicator “Number of people trained on the importance of women’s participation in peace processes”, at the start of your project there may have been no trainings conducted on this topic. 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 cases of conflict referred to community mediators”, maybe you feel that through your interventions, the baseline of 5 may increase as more people become aware of the role of mediators, at which point your target could be 20, for example.

Another example, using the indicator of “Number of people trained on the importance of women’s participation in peace processes”, your project is planning to conduct training with 50 people, this would be your target.

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

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.*

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