



Impact and Indicator Tip Sheet

Impact Area 4: Peacebuilding and Recovery

The following tip sheet provides guidance to WPHF prospective partners on Impact Area 4: Peacebuilding and Recovery, as well as the required indicators and other suggested indicators to be used to measure and track project progress and results.

About Peacebuilding and Recovery

Under this pillar, the expected impact is the: ***Enhanced social cohesion, peacebuilding and economic empowerment of women and young women in crisis and conflict settings***

This can include a variety of interventions and approaches which contribute to women or young women's enhanced economic empowerment, improved social cohesion in communities, and improved peacebuilding in crisis and conflict settings. Some examples include:

- ▶ Joint community-based projects or local initiatives between communities to foster social cohesion (e.g. economic, cultural, etc.)
- ▶ Building trust and cohesion between host and displaced communities
- ▶ Women-led advocacy campaigns and information sessions on the importance of women's involvement and equal participation in peacebuilding and post-recovery contexts
- ▶ Development of policy briefs/media/research that is produced on women's participation in political processes
- ▶ Capacity strengthening to women's rights/led organizations in advocacy or providing technical assistance to support women's participation as decision-makers
- ▶ Strengthen socio-economic resilience and economic empowerment through gender-sensitive livelihood initiatives, job placements, skills matching, and decent cash for work opportunities
- ▶ Vocational trainings on new income-generating activities (IGAs) and business management
- ▶ Capacity development and coaching to women establishing small business or in group-based and cooperative initiatives in peacebuilding and post-conflict settings.
- ▶ Establishing community-based solutions for savings and lending to women to start or strengthen income generating activities in peacebuilding and post-conflict settings.
- ▶ Advocacy towards new peacebuilding and post-recovery policies and plans

The above list is not exhaustive and CSOs should design their projects based on the specific needs in their contexts.

Expected Results

In Section 3 of the programmatic proposal, a narrative of the expected results (or changes) should be described, and which will contribute to the overall impact.

An **expected result** refers to the **changes** over the short, medium or long-term that are expected to occur if interventions, outputs and activities are completed.

Specifically, this section should answer the following questions:

- ▶ What are the expected results (changes) that the project aims to achieve based on the problems identified?
- ▶ What strategies or approach will you use to implement the interventions and activities?
- ▶ How do your outputs and activities directly address conflict/crisis dynamics and women peace and security and/or humanitarian action?
- ▶ Who will benefit from these interventions?
- ▶ How will your projects build on existing community/local structures or fill a gap?

In Annex A, CSOs will develop a results framework, including a selection of the relevant impact level indicators, and the development of an outcome statement contributing to the project's impact. It is recommended that only one (1) outcome is developed.

Outputs, Activities and Time Frame

Annex A of the proposal template highlights the outputs and activities that your organization will carry out, as well as the time frame. The combination of all of your outputs = Outcome

Output: An output is a completed product, service or action that is carried out by your organization, based on a group of activities. An output is written in the following way: *Capacity strengthening opportunities provided to women's rights organizations on advocacy and participation.*

Activity: An action that is carried out by your organization using human and financial resources. An activity is specific and written in the following way: *Training to 25 CSOs on advocacy and leadership skills for peacebuilding efforts.* You should have several activities contributing to the output and be as specific as possible.

Time Frame: when each activity is planned. The month and year should be identified.

The number of outputs and activities depends on several factors, including the available human and financial resources, the scope of your project, duration of your project and what is needed to contribute to the expected change.

Example:

Outputs	Activities	Time Frame
Output 1: Technical training to women on establishing small-scale businesses and income generating activities conducted	<ul style="list-style-type: none"> • Training for 50 women (25 women and 25 young women) on business planning and product development • Conduct training for 50 women on negotiation skills and marketing • Provide coaching to 50 women on the operations and monitoring of their businesses 	Jan 2026 Feb-April 2026

Measuring Peacebuilding and Recovery (Required Indicators)

At the **impact level**, organizations **are required to select at least two (2)** of the following indicators to demonstrate the change at this level, and as noted in the project proposal template:

1. Number of women with increased agency as a result of economic productive resources in peacebuilding contexts
2. Number of women and young women who have established new businesses and income-generating activities in peacebuilding contexts
3. Number of CSOs that have contributed to or influenced gender responsive post-conflict and crisis governance, peacebuilding and recovery processes
4. Types of social cohesion interventions that build community trust and collaboration as a result of peacebuilding and recovery processes
5. Number of women participating in political and decision-making processes in peacebuilding and recovery settings

At the **Outcome level**, an indicator needs to be developed to demonstrate change. Also required are the following two reach indicators:

1. Number of people directly benefiting from the response (by sex and age group¹)
2. Number of people indirectly benefiting from the response

Table 1: Indicator Definitions (Required Indicators)

Required Indicators	Definitions
Impact Indicator 1 Number of women with increased agency as a result of economic productive resources in peacebuilding contexts	<p>This is a quantitative indicator which counts the total number of women or young women who reported increased agency as a result of improved economic resources through your WPHF project.</p> <p>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.</p> <p>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).</p> <p>You can report the total 'number' and are not required to use the unit of 'percentage'. If you wish to provide a percentage, in addition to the number, this is calculated by dividing the total number of women reporting greater agency, divided by the total number of women surveyed in your target area. For example, 60% (75 out of 150 women).</p> <p>This indicator should be disaggregated by age group (18-29 years and 30 years and above), whenever possible. Other variables or disaggregation such as people living with disabilities, women-headed households, refugees or host communities, or other intersectionalities that are relevant to the context can also be included.</p>
Impact Indicator 2 Number of women and young women who have established new businesses and income-generating activities in peacebuilding contexts	<p>This indicator measures the number of women or young women who have established or started new businesses or income generating activities as a result of your project.</p> <p>Businesses and IGAs can be of any size or in any sector, although they should not perpetuate traditional gender roles only (e.g. soap making), but focus also on non-traditional and innovative areas (e.g. solar power, mechanics). These businesses can be conducted by individual woman or a group of women in a joint IGA such as through a self-help group, cooperative, or other informal or formal group. If group IGAs are used, all members of the group should be counted.</p> <p>In addition, to counting the number of women or young women with new businesses, the type of business started should be reported. The indicator does not look at the functionality or profitability of the business, however it is recommended that when reporting against this indicator to also include the amount of income generated as it demonstrates the increased ability of women in these contexts to thrive.</p> <p>For projects focused on strengthening existing IGAs, CSOs can adjust the indicator to 'Number of women who have strengthened income generating</p>

¹ **Disaggregation** is by sex (women/girls and men/boys, or if relevant, LGBTQI+ communities) and by age (0-17, 18-29 and 30 years and above). Other disaggregation can include disability, IDPs or refugees, women-headed households, etc., if relevant.

Required Indicators	Definitions
	<p>activities to support their economic recovery'. Strengthened IGAs could refer to expansion or scaling-up, re-investment, hiring of other women, etc.</p> <p>This indicator should be disaggregated by age group (18-29 years and 30 years and above), whenever possible. Other variables or disaggregation such as people living with disabilities, women-headed households, refugees, or other intersectionalities that are relevant to the context can also be included.</p>
Impact Indicator 3 Number of CSOs that have contributed to or influenced gender responsive post-conflict, peacebuilding and recovery processes	<p>Recognizing that peacebuilding and recovery is a long-term process, this indicator captures both the number and description of processes in which women leaders and CSOs have been able to make meaningful contribution to, or influence efforts in gender responsive peacebuilding and recovery at the local, regional or national level.</p> <p>Examples could include women leaders or CSOs that have contributed to integrating gender-specific language, gender-responsive budgeting and financial commitments for women's needs and priorities into peacebuilding or recovery plans or policies at the local, regional or national levels.</p>
Impact Indicator 4 Types of social cohesion interventions that build community trust and collaboration as a result of peacebuilding and recovery processes	<p>This indicator is qualitative and describes in narrative form the types of interventions which have been implemented that have directly contributed to building social cohesion² in communities. Social cohesion is defined as: a sense of shared purpose, trust, and willingness to cooperate among members of a given group, between members of different groups, and between people and the state³.</p> <p>Specifically, the indicator looks at changes in trust, solidarity and collaboration between community members, including people who are forcibly displaced and those from host communities.</p> <p>Examples of social cohesion and trust-building can include interventions which integrate forced displaced populations into community activities and decision making processes, joint community projects or local initiatives between different groups, conflict resolution mechanisms established, targeted economic opportunities for those excluded, community groups which ensure different groups are included in leadership positions, community events which celebrate diversity, programmes which specifically invite excluded groups, or advocacy interventions which aim to reduce inequalities and discrimination, etc.</p>
Impact Indicator 5 Number of women participating in political and decision-making processes in peacebuilding and recovery settings	<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, or in political processes such as elections or processes aimed at promoting peacebuilding and recovery.</p> <p>This indicator should be disaggregated by age group (0-17 years, 18-29 years and 30 years and above), whenever possible.</p>

Reach Indicators (Outcome Level)	
Number of people directly benefiting from the response (by sex, age group, or other variables)	<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. Direct beneficiaries and the target groups are the same.</p> <p>Direct beneficiaries must be disaggregated by sex and age group (0-17 years, 18-29 years and 30 years and above)). Other disaggregation can be included</p>

² See also: https://www.international-alert.org/app/uploads/2023/11/ENG_Qudra2-Guidance-Note-5-Measuring-social-cohesion.pdf

³ World Bank. <https://openknowledge.worldbank.org/server/api/core/bitstreams/96b682aa-c330-518e-ab56-7ad0cadabb0e/content>

	(e.g. disability, IDPs, refugees or host community members, women-headed household, stakeholder, etc.), if needed.
Number of people indirectly benefiting from the response	<p>Indirect beneficiaries refer to individuals, groups or organizations who are not the direct target of your interventions 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 Indicators⁴

In addition, projects can add an additional indicator which is relevant to their projects. This should be included in the **results framework**. The indicator should be able to demonstrate the expected change the project is aiming to achieve based on the interventions.

The following indicators are **only suggestions** to help guide you when defining your indicators. They are not mandatory.

Other Suggested Outcome Indicators	Definitions
Type of interventions implemented by CSOs to enhance women's participating in political 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 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.</p> <p>Gender-sensitive plans and/or policies can be the inclusion of language ('women' or 'gender') in a key document or making sure SGBV is addressed as a peace and security issue, or that the dialogue contains topics which consider gender equality, gender-related language in a recovery plans or policies, etc.).</p>
Number of women forcibly displaced who are supported for greater economic and political participation	<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 in political processes, or as agents of change at local, regional, or national levels.</p> <p>This indicator should be disaggregated by age group (0-17 years, 18-29 years and 30 years and above), whenever possible. Other variables or disaggregation such as people living with disabilities, women-headed households or other intersectionalities that are relevant to the context can also be included.</p>

⁴ There should be a balance between quantitative and **qualitative** indicators. 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.

Other Suggested Outcome Indicators	Definitions
Number and types of initiatives implemented to support women's access, ownership and/or inheritance of land	This indicator is both quantitative and qualitative. It includes the number and description (types) of initiatives implemented by your organization through your WPHF project, which contribute to women's access to land, ownership and/or inheritance. This could include advocacy initiatives with government, awareness raising or training on land rights or inheritance, accompaniment of women to seek inheritance, information campaigns on land or inheritance rights, other activities that focus on supporting women's access to land and/or inheritance. Report both the number of initiatives and description of the initiative.