OPERATIONAL TOOL
FOR **GENDER EQUALITY**
AND **WOMEN'S** EMPOWERMENT

GENDER ANALYSIS MANUAL

ITALIAN AGENCY
FOR DEVELOPMENT
COOPERATION

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INTRODUCTION

I am glad to present this tangible result of the constant commitment of the Italian Agency for Development Cooperation for gender equality, in line with the commitments set out in the "Guidelines for gender equality and the empowerment of women and girls" (CICS 2021).

In fact, this "Gender Analysis Manual" is one of the operational tools that the Deputy Technical Directorate (VDT – Vice Direzione Tecnica) of AICS intends to produce, with the aim of promoting awareness and competence on gender equality and the empowerment of women, and to facilitate gender mainstreaming in every initiative for development cooperation and humanitarian assistance. The Deputy Technical Directorate has already prepared an initial operational tool, the "Gender Glossary", in order to promote adequate knowledge of terms related to gender equality, on the part of all the staff at the Agency and the bodies that implement initiatives financed by the Agency.

This manual is the result of teamwork at the Agency, coordinated by the Deputy Technical Directorate from the Focal Point for gender equality and women's empowerment, which actively involved Field Offices - especially the AICS Office in Dakar –, the Thematic Offices, the Statistics Unit, the Emergency and Fragile Statutes Unit, and the VDT efficacy Group. The text was also shared with the Directorate General for Development Cooperation of the Ministry of Foreign Affairs and International Cooperation, with whom the Deputy Technical Directorate enjoys fruitful collaboration on this question.

The manual aims to provide support to operators engaged in defining policies, programmes, and projects - locally, nationally, and internationally -, providing a methodology for processing gender analysis in a way that is adequate for promoting a sensitive, reactive, and transformative approach to gender. Organising gender analysis on the Agency's programming and planning is an essential step towards ensuring gender mainstreaming, and to guarantee a multi-dimensional, intersecting approach to empowering women.

This is no mere theoretical document, because along with the guiding principles it indicates times, methods, and concrete tools for correct identification of differences in gender roles, activities, needs, opportunities, and rights, that have an impact on the lives of men and women in a given political area, situation, and context.

The debate on gender equality is more current than ever and the disproportionate impacts the COVID-19 pandemic had on women, girls, and children showed - once again - how important it is to put women's rights at the centre of the action for development cooperation and humanitarian assistance, as provided for by Law 125/2014, among others.

It is therefore my personal hope that this manual is a starting point for renewed attention on the role women can and must play in development cooperation and humanitarian assistance, not only as the beneficiaries of projects, programmes, and policies, but also, above all, as players and leaders bringing about change.

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INTRODUCTION

WHY INTEGRATE GENDER EQUALITY IN ALL AICS'S ACTION

In line with the indications in Law 125/2014 art. 1, comma 2, that puts gender equality among the fundamental objectives of Italian development cooperation, the Documento Triennale di Programmazione e Indirizzo 2021-2023 (Three-Year Programming and Policy Planning Document), confirms gender equality as one of the priorities of Italian development cooperation. **Gender equality and women's empowerment (GEWE)** therefore plays a central role in the actions of the Italian Agency for Development Cooperation (AICS), which has to take into account the gender imbalance in place and aggravated by the pandemic, insisting on scholastic, formative, financial, and digital inclusion of women[1].

The worldwide COVID-19 pandemic slowed progress towards reaching the Sustainable Development Goals (SDGs) of the 2030 Agenda. The inequalities in place that women and girls already suffered, were exacerbated in all sectors (health, economics, social security, and protection), resulting in an increase in unpaid care work, female unemployment rates, and violence against women and girls, as well as regression in terms of access to education[2].

The Guidelines on gender equality and the empowerment of women and girls 2020-2024 (hereinafter, GEWE Guidelines), adopted by the Agency by means of AICS Director Decision No. 309 of 16/12/2020 and approved by the Interministerial Committee for Development Cooperation (CICS – Comitato Interministeriale per la Cooperazione allo Sviluppo) on 15 October 2021, define the principles and commitments to action by the AICS in the sector.

These Guidelines commit the Agency to guaranteeing that gender mainstreaming is given due consideration in **every cooperation initiative** implemented by the players in the Italian system (Sistema Italia), by means of technical support and facilitating use of a multi-dimensional and intersecting approach to women's empowerment[3].

In addition, these Guidelines call for **systematic application** of the OSCE DAC's Gender Policy Marker[4] in programming and evaluating Multi-Year Indicative Programmes (PIP – Programmi Indicativi Pluriennali), and individual initiatives - starting from 2020. OSCE DAC's Gender Policy Marker is a tool used to measure allocation of resources earmarked for promoting gender equality and women's empowerment in every development

[1] *"Documento triennale di programmazione e di indirizzo 2021 – 2023", 2021, página 15, https://www.esteri.it/wp-content/uploads/2021/11/Schema-di-Documento-triennale-2021-2023.pdfhttps://www.esteri.it/wp-content/uploads/2021/11/Schema-di-Documento-triennale-2021-2023.pdf*

[2] *"The Sustainable Development Goals Report", 2022, pages 36 and 37), https://unstats.un.org/sdgs/report/2022/ https://unstats.un.org/sdgs/report/2022/*

[3] *"Guidelines on Gender Equality and the Empowerment of Women and Girls (2020/2024)", 2021, page 20, paragraph 87, https://www.aics.gov.it/wp-content/uploads/2023/09/IMPAGINATO_LG_GENDER_ENG.pdf*

[4] *For further information: https://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm*

cooperation initiative, by using a three-level grading system: G2 (principal); G1 (significant); G0 (not targeted).

Box 1: Gender Policy Marker

- **G2 - *principal***: gender equality is the main objective of the programme / project, and is essential in its set-up and the results expected. The programme / project would not be undertaken without this gender equality goal. It responds affirmatively to the question: is gender equality the **main objective** of the programme / project, and is it essential in its design and the results?
- **G1 - *significant***: gender is an important, intentional objective, but is not the main reason for the programme / project originating. It responds affirmatively to the question: is gender equality **NOT** the **main objective** of the programme / project, **but at least one of its goals / results?**
- **G0 - *not targeted***: The project / programme was analysed in relation to the marker, but no gender equality target was found. It responds affirmatively to the question: Does the project / programme **contain a gender analysis** but **not include goals** related to gender equality?

This system calls - also for Marker G0 (not targeted) – all projects to include an **obligatory gender analysis**, in order to check that the project does not damage the local community - in line with the do no harm principle[5] – and that it does not reinforce gender inequalities.

As a result, the Guidelines specifically call for the Agency to prepare tools to ensure that every bilateral, multi-bilateral, and multilateral initiative applies the Gender Policy Marker and contains a gender analysis[6], as well the inclusion of specific gender analysis for every Country programme [7].

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[5] *A do no harm approach to gender equality requires that projects include an analysis of the potential risks of perpetuating or involuntarily reinforcing gender inequality in the context of the work, besides a system for monitoring the risks and possible corrective actions, if necessary. https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf https://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf*

[6] *"Guidelines on Gender Equality and the Empowerment of Women and Girls (2020/2024)", 2021, page 21, paragraph 93.*

[7] *Ibidem, page 20, paragraph 90.*

2 THE GENDER ANALYSIS MANUAL

2.1. THE MANUAL'S GOALS

In order to implement the commitments made in relation to the GEWE Guidelines, the Agency has launched preparing a series of operational tools aimed at enhancing technical skills for promoting gender equality and women's empowerment, and to promote mainstreaming in all its actions.

The gender analysis manual is one of these tools, and was prepared to provide a **standardised, coherent methodology** for processing gender analysis, of use for guaranteeing a gender-**sensitive approach** in the Country's programmes and in all development cooperation initiatives including – where possible – those involving humanitarian assistance, taken on by AICS itself and entities that carry out cooperation actions financed and/or co-financed by the Agency.

Box 2: Mainstreaming Gender

Gender mainstreaming ensures that policies and programmes maximise the potential of all – women and men, girls and boys, in all their diversity. The aim is to redistribute power, influence and resources in a fair and gender equal way, tackling inequality, promoting fairness, and creating opportunity. It is an approach that ensures that the differences between the conditions, situations, strategic interests and practical needs of women and men, in all their diversity, are integral to the planning, identification, design, implementation, monitoring and evaluation of all policies and programmes in all political, economic and societal spheres. Gender mainstreaming facilitates the transformation of relations, institutions and systems so that inequality and gender-based discrimination are not reinforced or perpetuated. The ultimate goal is to achieve gender equality. Gender mainstreaming is a complementary strategy and not a substitute for gender targeted, women-centred policies and programmes, gender equality legislation, institutional mechanisms for gender equality, and specific interventions that aim to close the gender gap. Mainstreaming can reveal the need for changes in goals, strategies and actions to ensure that both women and men, in all their diversity, can influence, participate in and benefit equally from development processes. It requires changes in the culture and ways of working of institutions to create environments which are conducive to the promotion of gender equality. Source: AICS-Operational tool for Gender Equality and Women's Empowerment: Gender Glossary (2022)

2.2. INTENDED USERS OF THE MANUAL

This manual was drawn up to increase the capacity of AICS personnel in Italy and at Field Offices, as well as the persons indicated in Chapter VI of Law 125/2014 [8], who engage in cooperation actions, whether they be financed and/or co-financed by the Agency or not. It is hoped that document could be used by all interested persons, especially those involved in various roles in development cooperation, including the beneficiary population, stakeholders, and partners.

This manual is to serve as a **technical support tool** for facilitating gender mainstreaming in all cooperation initiatives carried out by players in the Italian system (Sistema Italia), and to promote the use of a multi-dimensional and intersectional approach[9] to empowering women by systematically carrying out system analyses.

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[8] *Law 125/2014, art. 23: "The following of subjects of the development cooperation system: a) State administrations, universities and public entities. b) Regional authorities, autonomous provinces of Trento and Bolzano and local bodies. c) Civil society organisations and other non-profit entities in terms of article 26. d) Profit-making entities, when acting in conformity to the principles of this law, adhere to the commonly adopted standards of social responsibility and the environmental clauses, as well as respecting human rights for international investments".*
[9] *On the concept of intersectionality, see page 23.*

3 GENDER ANALYSIS

3.1. WHAT IS A GENDER ANALYSIS?

Gender differences vary significantly from culture to culture. They are dynamic and change over time and space. Gender analysis is an essential tool for creating and implementing efficacious development cooperation initiatives, aimed at studying the differences in gender roles, activities, needs, opportunities, and rights, that affect the lives of men and women in a given political area, situation, or context[10]. This type of analysis examines relations between women and men, limitations to be dealt with by one compared to the other for attaining gender equality, such as the differences when it comes to access to and control of resources and decision-making powers in a certain context. It is also essential for clarifying existing social norms and stereotype practices that may be discriminatory, as well as for understanding how fragility and/ or crises and conflict situations affect women and men, boys and girls differently[11].

Gender analysis makes it possible to understand the differences between women and men in a certain context or time in history, in various possible areas of interest, for example:

- **Social** dimension: it takes into account roles in society, socio-cultural norms, expectations in terms of most appropriate behaviour, etc.
- **Economic** dimension: it takes into account access to the job market, to credit and to natural and productive resources and assets, division between paid and unpaid work, income, etc.
- **Political** dimension and civil rights: it takes into account national legislative frameworks, decision-making processes, participation in public and private activities, access to health services, etc.
- **Cultural** dimension: it analyses access to education and training, to the media and information and communication technologies, careers in the academic realm, division of work in the family and community, etc.

The scope of gender analysis, irrespective of its type, is therefore to identify and deal with gender inequality in a specific context and, specifically to:

- **Recognise and examine the differences** between women and men based on unequal distribution of resources, opportunities, limitations and powers (unequal access to resources, opportunities and decision-making powers)[12] and to understand the underlying causes of these differences.
- Avoid forming hypotheses concerning the lives of women and men, boys and girls, in the areas involved.
- Guarantee that the different **needs** of women and men are clearly **identified** and **dealt with** in all phases of the political / programming cycle[13].
- Acknowledge that policies, programmes and projects can have **different effects** on **women** and **men**[14];
- **Seek out, listen to, and articulate the** points of view of **women** and **men** and make their contribution an essential part of developing policies, programmes, and projects. Also facilitate individual and collective

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[10] AICS, "Operating tools for Gender Equality and Women's Empowerment: "Gender Glossary", 2022. https://www.aics.gov.it/wp-content/uploads/2023/10/GLOSSARIO_GENERE.pdf
[11] GAP III Brief No. 1, Gender country profile and gender sector analysis, February 2021.
[12] EIGE, Gender Mainstreaming – Gender Analysis
[13] Ibidem
[14] Ibidem

participation of women and girls in development choices and decisions (women's voice approach)[15], so that women are no longer seen as merely part of the population that is excluded and disadvantaged, but active, aware, and valuable actors, able to guide and govern development processes.

- Promote the **participation** and commitment of **women** in community, political, and economic life[16].
- Recommend specific actions to respond to the needs of women and men, and to promote better informed actions (evidence-based), that are gender sensitive and effective[17].
- Monitor and evaluate progress made in filling the divide between women and men.
- **Integrate** the **gender** dimension into all development projects.

Gender analysis provides the data and information required **to integrate a gender perspective into policies, programmes, and projects in a specific context**, ensuring that the differing needs of all citizens - women and men, in all their diversity - are clearly identified and taken into consideration, based on exposure to risks and vulnerability, in all phases of the project. Gender analysis should be carried out in the initial phase of an action, so that it can adequately inform identification and planning of the most appropriate action. This would allow actions to be developed that deal with the structural causes of inequality and discrimination, and that reach the beneficiaries in relation to their differing needs, contributing to creating a peaceful and inclusive society in a sustainable way.

3.2. WHY IS GENDER ANALYSIS IMPORTANT?

Gender equality is not just a fundamental human right, it is also a basic necessity for a peaceful, prosperous, and sustainable world (SDG 5)[18].

Gender analyses are **fundamental** for facilitating **mainstreaming** of gender equality in policies, plans, programmes, and projects. These can follow an approach that takes the needs of women and girls into account variably, starting from a more negative or neutral approach, through to those deemed to be more positive (a "sensitive" or "reactive" approach), and on to what is termed a "transformative" approach, representing gender equality on a virtual line of continuity (see Gender Continuum in Annex 1). Actions should aim to adopt a reactive or transformative approach in order to really be able to contribute to speeding up attaining gender equality.

Image 1 – Gender continuum
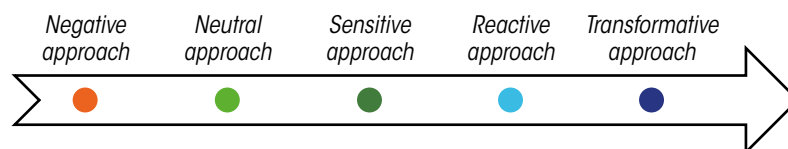
A gender approach is transformative when it aims to modify gender power relations, with the aim of influencing a positive change to social and cultural paradigms that give rise to discrimination and inequality in a given context[19].

To be transformative, the approach must provide for:
  i. Processing a gender analysis to identify and include the norms and power imbalances that disadvantage women and girls in a society, giving rise to discriminations, starting from infancy.
  ii. Active collaboration with men and boys, especially focussing on the youth as drivers of change.
  iii. Creation of partnerships with players and local communities, civil society, and women's associations[20].

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[15] *EIGE, Gender Mainstreaming – Gender Analysis; AICS, Linee guida GEWE*
[16] *EIGE, Gender Mainstreaming – Gender Analysis; AICS, GEWE Guidelines*
[17] *EIGE, Gender Analysis, https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-analysis*
[18] *https://www.un.org/sustainabledevelopment/gender-equality/ https://www.un.org/sustainabledevelopment/gender-equality/*
[19] *AICS, "Operating tools for Gender Equality and Women's Empowerment: "Gender Glossary", 2022.*
[20] *EU Gender Action Plan III - An ambitious agenda for gender equality and women's empowerment in EU external action, page 4, https://international-partnerships.ec.europa.eu/system/files/2021-01/join-2020-17-final_en.pdfhttps://international-partnerships.ec.europa.eu/system/files/2021-01/join-2020-17-final_en.pdf*

3.3. WHO DOES A GENDER ANALYSIS?

A gender analysis can be done by both a team within the organisation and by outside experts. When developing a gender analysis it is important, where possible, to consult with all the parties involved to sensitise and promote gender mainstreaming dialogues, programmes and projects[21].

Whether the gender analysis is done by a team within the organisation or by outside experts, those responsible for the policies / programmes / projects and the gender focal points (GFP) must be involved in the analysis in order to maximise ownership of the process, identification of priority areas, and knowledge and appropriation of the results[22].

In this sense, it is very important to improve skills in terms of gender equality and women's empowerment, not only for the gender focal points, but for all personnel involved in formulating and actuating policies / programmes / projects[23].

3.4. WHEN MUST A GENDER ANALYSIS BE DONE?

The GEWE Guidelines state that gender analysis is an integral part of each Country programme and each bilateral, multi-bilateral, and multi-lateral initiative[24].

It can be done at any time and in any phase in the planning / programming cycle. However, it is more useful with applied constantly to all aspects leading up to planning, implementing, and reviewing policies, programmes and projects, rather than at a later stage[25].

In general, gender analysis should be done at certain specific junctures, such as:
- **Before identifying** a policy / programme / project.
- **Before implementing** a policy / programme / project.
- **While monitoring and evaluating** a policy / programme / project to determine whether the data and information gathered are significant in terms of gender, and whether they meet the differing needs of women and men. During this phase, the analysis can update, revise or integrate what was examined before[26].

Irrespective of the phase in which it is done, a gender analysis is more useful when applied routinely to all aspects of planning, implementing, and reviewing policies, programmes and policies, rather than ex-post.

It will be important to use the results of the gender analysis to define programming of the development cooperation action, including humanitarian assistance. Periodically updating a gender analysis makes it possible to evaluate how the development cooperation dealt with gender questions, what progress were sustained in terms of gender equality, as well as aspects deemed to be incomplete or not considered, that need to be worked on.

3.5. HOW IS A GENDER ANALYSIS DONE?

A gender analysis must not only describe a given situation, but it must analyse the causes and effects of gender

[21] *GAP III Brief No. 1 - Gender country profile and gender sector analysis, page 6, February 2021*
[22] *GAP III Brief No. 1 - Gender country profile and gender sector analysis, page 6, February 2021*
[23] *AICS, Directrices GEWE, párrafos 66 y 130.*
[24] *Gender equality and women's empowerment guidelines (2020/2024), paragraphs 90 and 93.*
[25] *Ibidem*
[26] *Ibidem*

equality on the target population. Looking at the underlying reasons for inequality and discrimination is helpful for identifying actions / solutions / strategies that more adequately resolve and contribute to eliminating them, promoting a positively transformative effect on the society, shared with and by the society itself.

There are various types of gender analysis. It is, in fact, possible to do general gender analyses for specific regions or countries, concentrate on defined action sectors, or restrict the analysis to individual projects, development programmes and public policies[27].

Box 3: Possible types of gender analysis

Geographical (Region/Country) gender analysis[28]
Geographical gender analysis (by Region or Country, for example) is complete, structured gender analysis of a reference Region or Country, that deals with the main gender questions at a legislative level (de iure), in reality (de facto), and habitually (de habitu), and includes analysing public policies, laws, and institutions related to gender equality.

This analysis should:
- Be updated and reviewed periodically.
- Cover the challenges and opportunities identified for sectors, in order to outline the range of the study and guarantee that gender is taken into account across the board.
- Identify recommendations and conclusions, on the basis of strategic needs of Italian cooperation in the Country, in line with the actions of the various donors.
- Also be the result of a collective and inclusive process with the government, civil society, the EU and United Nations organisations. In line with this causal approach, where possible the process must involve the players in the three pillars: humanitarian assistance, development, and peace.

For AICS Field Offices, the sectors / settings to be taken into consideration of geographical gender analyses (by Country or Region) will depend on the priorities identified jointly with the partner Countries, in line with the PiP (Multi-Year Indicative Programmes), where applicable, and with the outcomes of the AICS

ToC/Programming.
Sector / Project gender analysis
A sectorial gender analysts integrates a geographical analysis, identified the differences in gender roles in the activities, needs, access to resources, and interests of women and men in a certain sector/setting[29].

This type of analysis therefore makes it possible to identify the challenges and opportunities for greater gender equality, restricting the analysis to a specific sector of interest, such as education, agriculture, the private sector, employment, infrastructures and urban development, etc[30].

A sectorial analysis:
- Can be done at a national, regional, and local level.
- Must identify recommendations and conclusions in line with Italian cooperation actions and the various donors.
- Should be completed before identifying an action or programme or, at the latest, during the initial phase.

For projects, gender analyses can be included in the feasibility studies or, when this is not done, integrated in the needs analysis for the project and taken to greater depth while carrying out the initiative, taking the results of any intermediate evaluations into

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[27] EIGE, Gender Mainstreaming https://eige.europa.eu/gender-mainstreaming – Gender Analysis https://eige.europa.eu/gender-mainstreaming/tools-methods/gender-analysis
[28] This information on regional or country gender analysis was processed, taking into consideration information contained in GAP III Brief No. 1, Gender country profile and gender sector analysis February 2021. The gender analyses done by AICS must be coordinated with action of the EU in the sector, and must align with the commitments made by Italy at GAP III.
[29] GAP III Brief n. 1, Gender country profile and gender sector analysis
[30] Ibídem

account (also see paragraph 3.4.).

The process of doing a gender analysis must be as inclusive and participatory as possible, and must provide for consultation with all parties involved, as far as this is possible and useful, starting from the women who are the beneficiaries of policies, programmes or projects, women's or women's rights organisations, and (international and local) civil society, the local community (including men), universities and research institutes, international organisations or donors involved in the context, technical and financial partners, those involved in the Italian cooperation system, the government, local authorities, etc.

This involvement is essential in order to take into account the various needs of women, the various community perspectives (including those of men), and the role of international, national and local players. The latter can also contribute by sharing their gender analyses being produced or already produced, facilitating capitalising on the existing results.

It is important that gender analysis be adapted to the context and take the various local (social, political, economic and cultural) dynamics into consideration, including any fragility and exposure to risks of crisis and conflict. In fragile contexts it is also important to take conflict dynamics into consideration (conflict-sensitive analysis) and to proceed in a coordinated, coherent manner with all the parties involved, and especially with the various development, humanitarian, and peace cooperation actors.

Availability of a gender analysis does not guarantee that it will be used. It is therefore important that the gender analysis include clear recommendations and instructions for correct use of the information and conclusions it provides[31]. The results of a gender analysis are essential for taking gender questions into account in all phases of the project, and gender analysis recommendations can be of use to respond to questions related to the (starting) situation, to develop and theory for change that meets gender needs, develop a methodological approach, include gender questions in projects and programmes, and make the necessary changes to the monitoring system.

To do a gender analysis, two essential steps must be completed: 1) Data gathering. 2) General problem analysis.

3.5.1. DATA GATHERING

The first step is to gather the data and information available, pertinent, and necessary for gaining a clear picture of gender (in)equality in a given context. During this phase the main shortcomings in existing data at a local level and/or in analyses already done must be identified, in order to look for alternative sources of information and, where possible, gain access to missing elements.

In fact, gender analysis involves recognition and examination of existing data on the population involved, before deciding what additional information is necessary and how to get it. A wide range of secondary sources, already available, must be consulted, including statistics, reports and studies by government institutions, local and/or international partners, CSOs, donors and academic sources. The secondary data describes gender (in)equality at a national or regional level, or within a sector, in partner organisations, or in relation to a target group.

A gender analysis can be done based on qualitative and/or quantitative information and methods[32]. An essential element of gender analysis is gathering and analysing data broken down by gender and other forms of intersecting discrimination (age, social class, sexual orientation, gender identity, disability, socio-economic conditions, forced displacement, ethnic, cultural, and religious belonging) to provide the analysis with a sound

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[31] *GAP III Brief No. 1 - Gender country profile and gender sector analysis, February 2021, page 3.*
[32] *AICS, "Operating tools for Gender Equality and Women's Empowerment: "Gender Glossary", 2022.*
[33] *EIGE, Gender Mainstreaming – Gender Analysis*

scientific basis[33].

The main source of data broken down by gender at a national and sub-national level are national statistics and especially population censuses. These provide an essential source of information on a country's population and how the families are made up, in part due to their overall coverage, which makes it possible to glean information on the more vulnerable and marginalised groups and contexts.

Other significant sources are administrative registers and sources kept by a country's national administrations (mainly the Ministries) for the purposes of administrative management of key sectors, such as economic, education, public health, criminality and migration activities. However, one should bear in mind that not all Countries have these registers and, where they do, they may not be accessible or may not offer quality data in terms of coverage either.

Other official sources are specific surveys, such as multi-purpose surveys on the use of time and violence against women, which may, however, not be done regularly.

In addition to official statistics, at this stage it is important to make use of existing studies, reports and research (see Box 4). Because gender roles and relations evolve over time, recent, updated data and publications must be used (i.e. not more than 5 years old, for example), and gender specialists or those with experience or

Box 4: Examples of secondary sources of information that can be consulted when doing a gender analysis.
- Population and family census.
- National surveys such as workforce, use of time, or multi-purpose surveys.
- National reports and publications.
- Gender context and analysis reports produced by international entities such as the EU, the United Nations - especially CEDAW, UN WOMEN and UNFPA - IFRC and ICRC, International NGOs (e.g. Gender country profile – EU; Humanitarian Needs Overviews, Humanitarian Response Plans – OCHA; Gender inequality index (GII) – UNDP; United Nations Development Assistance Framework (UNDAF) – UN; Common Country Analysis – UN; etc.)
- OECD's Social Institutions and Gender Index (SIGI).
- Reports and gender and context analyses done by local organisations.
- Country reports presented to the CEDAW Committee.
- Other information shared during coordination meetings of humanitarian, development, and peace actors working locally.

training in gender analysis and implementation must be involved.

To meet specific information needs not met by the sources indicated above, on specific groups or social contexts, one can also make use of gathering both qualitative and quantitative primary data, using tools such as administering questionnaires, interviewing beneficiaries and stakeholders, quick observation and evaluation techniques, focus groups, compilation of diaries and/or registers. Gathering primary data is especially important for defining and monitoring the specific results of a project. If one makes use of primary data gathering, it is important that the analysis be supervised by qualified researchers. The commitment in terms of the resources required must also be evaluated.

In addition, it is important to do careful analysis of the institutional, legislative, and normative framework in the Country and/or sector being studied, since the judicial architecture on gender equality is based on commitments made internationally, regionally and nationally. Analysing documents related to the gender budgeting, where available, is essential for providing a financial overview of expense earmarked for gender equality by the various public administrations and - therefore - concrete commitments in terms of resources.

Besides being broken down by gender, the data must provide information on other forms of intersectionality,

and any other factor of significance for shedding light on forms of **multiple discriminations**[34]. An intersectional analysis seeks to reveal multiple forms of discrimination that occur as a result of a combination of identity, race and gender, with other motives behind discrimination.

Box 5: Gender, age and disability: why an intersectional approach should be promoted
Intersectionality is a theory that suggests that the social characteristics that identify people (such as race, ethnicity, faith, socio-economic status, class, caste, geographical position, age, ability, sexual orientation, religion or belief, migration status, and gender) combine or intersect / overlap, conditioning the living experience of an individual, and contribute to unique discriminatory experiences. Intersectionality starts from the premise that people live with multiple, stratified identities, that result from social relations, history, and how power structures function.

The AICS manages its activities fully respecting human rights, promoting initiatives aimed at combating and stigmatising cultural prejudices, and facilitating social inclusion. In this regard, the strategies and approaches adopted aim to safeguard the rights of persons, taking multiple discrimination into account, which people often face and that arises as a result of the combination of sex and gender and other motives, such as age and disability, for example.

About a billion people, that is, 15% of the world's population, suffer some form of disability, and this percentage increases constantly as age increases (UN). While women generally have to deal with discrimination, prejudice and marginalisation, girls, women with disabilities and/or older women suffer discrimination and violations of the rights due to the combined effects of gender, age and/or disability.

In accordance with the Guidelines for disability and social inclusion in cooperation actions (2018), the AICS's approach sees integration across the board on matters of disability in all international cooperation activities. As with gender, in order to mainstream disability, the AICS adopts a dual approach. On the one hand, it indicates inclusion and attention to people with disabilities in all cooperation initiatives and, on the other hand, it implements initiatives totally aimed at addressing specific needs of people with disabilities and their organisations.

Promoting and protecting the rights and dignity of girls with disabilities, and/or older women, and ensuring their full, equal participation in society, is an integral part of pursuing the 2030 Agenda for sustainable development, and its "Leaving no one behind" principle.

The AICS's cooperation actions must recognise diversity and promote an intersectional approach that deals with multiple discriminations caused, for example, by a combination of gender, age and disability.
To do this, its programmes and projects must take some aspects into consideration, such as (by way of example):

- The existence of laws and judicial frameworks that prohibit discrimination and take discrimination based on gender, age, and disability into consideration.
- Gender integration in all policies and programmes related to disability and age and, vice-versa, also dealing with the intersection of discriminations suffered by women and girls with disabilities and/or who are aged.
- Access to justice and participation of women / girls / women with disabilities and/or who are aged in decision-making processes.
- Analysing the impact of multiple discrimination resulting from the intersection between gender, age and disability.
- Gathering, analysing and disseminating data broken down by age, gender and disability.
- Including monitoring indicators and evaluating the situation of girls / women with disabilities and/or who are aged.
- Defending the rights of girls / women with disabilities and/or who are aged in all contexts, including in Countries and regions struck by humanitarian crises.
- Particularly exposing the risk of violence and abuse to which girls / women with disabilities and/or who are aged are exposed.
- Needs related to accessibility of (educational, reproductive and sexual health, protection, etc.) services for girls / women with disabilities and/or who are aged.

- Training and/or dissemination of knowledge and skills related to specific needs of girls / women with disabilities and/or who are aged, also taking into account conditions of cultural marginalisation and stigma related to disability and age.

Sources: Operational tools for Gender Equality and Women's Empowerment: Gender Glossary (2022); AICS, Linee guida per la disabilità e l'inclusione sociale negli interventi di cooperazione [Guidelines for disability and social inclusion in cooperation actions] (2018); AICS, Linee guida sull'uguaglianza di genere e l'empowerment di donne, ragazze e bambine [Guidelines on gender equality and women's empowerment]; UN Women brief - Gender, age and disability: addressing the intersection.

3.5.2. GENERAL ANALYSIS OF THE PROBLEM

The second step is to do a general analysis of the problem, identifying and examining the underlying motivations and de iure, de facto and de habitu inequalities to determine their effects, in order to fully meet the differing needs of men and women.

If this step is missed, "unexpected" consequences may arise that compromise or affect the action and that, in fact, create further inequality and discrimination. It is therefore essential to examine how the project, programme, or policy aims to deal with the specific needs of men and women.

Adopting a gender-based approach will ensure that the negative impacts of the action are avoided or mitigated (do no harm approach).

Box 6: Non exhaustive sample of questions to be asked for general analysis of the problem:

Social dimension
- Are women free to choose whether to marry /be in a polygamous marriage, and whether to divorce?
- Do women have the same rights and duties within the relationship?
- Who looks after children, people with disabilities, and the aged during the day? What part do men play in caring for children, people with disabilities, or the aged?
- Who sees to obtaining drinking water and food - men or women?
- What degree of personal safety is felt in the family / community / working environment?
- What limitations do women face in accessing medical and health care?
- What limitations do women and men face in access to (primary, secondary, superior) education / training?
- Do men or women have mobility limitations? What restrictions? How do they influence women's access to services?
- Can men and women freely choose in relation to sexual health and reproductive matters? Are they free to make decisions regarding their own body, sex life, and creation of a family? Can they freely decide how many children they want to have?
- Who decides on the health / nutrition / education of children?
- How do traditional practices (FGM, early and forced marriage at an early age, etc.) affect men and women? Who decides on applying these practices (wife, husband, mother-in-law, mother, etc.)?
- Are protection and assistance mechanisms in place for girls / women who survive gender and sexual violence?
- What access men, women and children have to sexuality education?

Economic dimension
- How is the division of work organised?
- Are women and men free to choose whether to work / what job they want to do?

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- Who has access to and who controls productive resources?
- What limitations do women and men face in accessing the job market?
- Do men and women face the same difficulties and discrimination in the job market?
- What job opportunities are open to men? What job opportunities are open to women?
- What division is there between paid and unpaid work (housekeeping and care for people) between men and women?
- What workers' rights and working conditions do men and women have?
- Do men and women have the same career opportunities? In what sectors, precisely?
- Can women get building or farming jobs?
- Do men and women have the same entrepreneurial opportunities?
- Do men and women get the same gross pay for the same job?
- Are women free to own land or a home?
- Are women free to access micro-loans?
- Do selection, promotion, and assessment practices reflect gender stereotypes that put women employees at a disadvantage?
- Is the right to motherhood protected / taken into consideration in the job market?

Political dimension / civil rights
- Are women and men able to move about freely?
- Can women drive on their own?
- Who decides on the conjugal home?
- Do women and men play an active part in political life?
- How are leadership positions in community organisations / associations organised?
- What limitations do women and men face in accessing the public service jobs?
- What limitations do women and men face in accessing decision-making positions?
- Does the voice of women and men have the same weight in public?
- Do men and women have the same access to judicial and legal services?
- Can a women report something independently?
- Can women report someone publicly and penally in cases of domestic violence and rape?
- Are adequate laws in place to counteract violence, including sexual, against women?
- Are clothing requirements in place (for example, obligatory veil or other garments) based on gender?

Cultural dimension
- What limitations do women and men face in access to / use of the media and information and communication technologies? How do any limitations affect women's access to support services and social networks?
- Do women and men suffer the same forms of violence / aggression on social networks?
- What limitations do women and men face is accessing journalism / radio producer / television producer and similar positions?
- Do men and women have the same career opportunities in the music / radio / film / TV sectors?
- What gender stereotypes do men and women suffer in the media / TV / newspapers?
- What limitations do women and men face is accessing cultural activities?
- Do men and women have the same control over their leisure time?
- What limitations do women and men face is accessing academic / research careers?

Environmental dimension
- What effects to climate changes have on women compared to men? In this sense, is it possible to say that women form a vulnerable group in terms of the effects of climate change?
- Do women have the same rights as men in terms of access to ownership and management of land and natural resources?
- Do women play an active part in decisions related to management and use of natural resources?
- What natural resources do women traditionally manage and use?

- Do women have access to the natural resources market? (For example, water, agricultural and forestry resources).
- What value chains (production sectors) are women involved in and responsible for?
- How is farm work broken down between men and women? On both a crop-based and time-based division of seasonal jobs.
- Are women equally represented in decision-making processes and places for environmental policies?
- Are there social or cultural norms that obstruct women's capacity to manage or use natural resources?
- Are women and men equally exposed to risks of pollution and environmental catastrophes?
- Can women access the job market in the environmental sustainability sector?
- Do women and men have the same awareness of the risks posed by climate changes and environmental sustainability?
- How does the work done by women contribute (even without them being aware) to practical implementation of measures to adapt to climate change?
- What is the contribution by women (if possible, in quantitative terms) to protecting and conserving natural resources?
- To what degree are women involved in environmental type associations?
- If Indigenous People are involved, how is the female world represented in protecting natural resources and ecosystems?
- In the society they belong to, has thought or practice related to eco-feminism been developed?

GENDER ANALYSIS

4 FOLLOWING ON FROM ANALYSES: INFORMING POLICIES, PROGRAMMES AND PROJECTS

Gender analysis is essential for integrating a gender perspective into the cycle of policies, programmes, and projects. Therefore, the results of the analysis should be made available to policymakers and international, national, and local players involved in identifying and formulating programmes and projects[35].

Rigorous gender analysis can effectively support the planning phase and help to identify policies, programmes and projects that deal with the differing needs of men and women, and that therefore follow a sensitive, reactive, and transformative approach to gender. These analyses are also essential for avoiding policies, programmes, and projects being implemented that have negative impacts on gender equality, in line with the 'do no harm' approach[36].

1. Data gathering ⟹ **2. General analysis of the problem** ⟹ **3. Informing policies, programmes and projects**

Specifically, it is important that formulation of the results of policies, programmes, and projects be based on knowledge and be scientifically evidence-based and, therefore, that the results come from sound gender and context analyses. The aims, results, activities, and indicators must include explicit references to gender equality, as well as specific results and indicators (see Annex 2 for example), which show the benefits for women and men. The indicators must be able to measure the changes in gender relations and institutions, such as the normative and employment scene, for example, or the social services offered and local habits while the

[35] *EIGE, Gender Mainstreaming – Gender Analysis*
[36] *AICS, GEWE Guidelines, paragraph 99*

project is underway[37]. In addition, gender questions must be integrated into the monitoring and evaluation plan.

Gender analysis can also be used to monitor progress in a project, programme, or policy, from a gender perspective. If the gender analysis is also done in the planning phase, use of the gender analysis in the monitoring and evaluation phase will also make it possible to see the extent to which the goals and milestones have been reached.

4
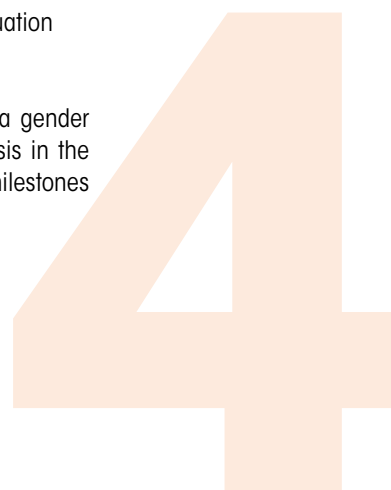
FOLLOWING ON FROM ANALYSES:
INFORMING POLICIES, PROGRAMMES
AND PROJECTS

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[37] *For examples of indicators see: EU, Gender Action Plan III, Joint Staff Working Document: Objectives and Indicators to frame the implementation of the Gender Action Plan III (2021-25), https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020SC0284*

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ANNEX 1. GENDER EQUALITY CONTINUUM

GENDER EQUALITY CONTINUUM

The gender equality "continuum" is a way of representing gender equality on a line of continuity, which starts from the most negative approach to the one considered most positive, up to the transformative one. The continuum is a helpful tool for thinking about transformative change and for identifying what type of impact a development intervention may have

The continuum categorises gender equality objectives and impacts on a scale (of approaches).

A "negative" approach and a "neutral" approach are discouraged in development cooperation initiatives promoted by the AICS and the Italian system.

The continuum shows how, if the gender question is not taken into account during the planning phase, it may result in negative effects on women and girls.

Approach to the gender question	Definition (AICS glossary)	Example
"Negative" approach (gender negative):	A gender negative approach is an approach that reinforces gender inequality to reach the desired development results. It uses norms, roles, and gender stereotypes that reinforce gender inequality.	Example: A mangrove conservation project that imposes restrictions on fishing in the estuaries, could have a negative effect on the economic autonomy of women who support their own family by gathering seafood from between the mangrove roots. In practice, the men generally fish in the open sea and so would not be affected by this type of restriction. Despite having a positive aspect in terms of environmental sustainability, the action may therefore have a negative impact on the economic and therefore the social condition of the women, while not having any impact on that of the men. In this way it would increase the divide between the two genders and further the economic / social divide in place before, to the advantage of one gender over the other (male versus female). One sees that

such a negative approach - such as, for example, the case in point - has limited efficacy due to the lack of inclusiveness of the project, which is what is essential for correct setting up of programmes to conserve natural resources.

Example: A project to eliminate female genital mutilation that, by means of sensitisation campaigns, reinforces negative gender stereotypes, such as the fact that the woman must be pure at the time of marrying, that the family's honour depends on the sexuality of its female members, that the women is weak and must be protected, etc. While respective local culture, is to important to be careful to at least not legitimise and/or reinforce convictions, roles, and stereotypes that contribute to the gender divide.

"Neutral" approach (gender neutral):	A gender neutral approach does not see gender equality as being relevant for attaining the results of the development. As a result, such an approach does not have (worsening or improving) impacts on gender norms, roles and relations.	Example: A project to support (fruit or vegetable) farming production, which does not take social or legal restrictions into account that may impede women from accessing the resources, such as, for example, access to land. Even if this project only partially improves fruit and vegetable production in quantitative terms, it does not promote sustainable development and full productivity, given that part of the population - the women - will have limited access to the farmland. This shows how a neutral approach - like the case in point, also affects attainment of results and the efficacy of projects. In fact, it is precisely participation of women, especially in the fruit farming sector, that allows the normal increase in production, associated with the use of innovative cultivation techniques.
"Sensitive" approach (gender sensitive):	A sensitive approach aims to understand and take into account the social and cultural factors that result in exclusion based on gender, discrimination, and inequality in the widest ranging spheres of private and public life, but does not tackle the causes and does not aim to reduce them.	Example: A project to protect and assist refugees, and takes the different needs of women and girls into account. This type of project includes specific assistance and protection activities for women and girls, such as designated ablution facilities, adequately lit and fitted with locks. This type of project identifies the various social groups within the communities - men, women, boys, girls, and the aged - and their specific needs and possible exposure to gender-specific risks and vulnerabilities.

ANNEX 1. GENDER EQUALITY CONTINUUM

"Reactive" approach (gender responsive):	This approach aims to increase accountability and speed up implementation of commitments to gender equality on an approach based on rights at an international, national, and community level.	Example: A support project for the private sector and to create jobs that, acknowledging discrimination suffered by women when it comes to accessing the job market, aims to stimulate employment, with special focus on the youth and women, by means of study bursaries and training internships. This type of project introduces a measure to contract existing discrimination in the job market, by means of specific actions to facilitate employment of women.
"Transformative" approach (gender transformative):	A gender approach is transformative when it aims to modify gender power relations, with the aim of producing a positive change to social and cultural paradigms that give rise to discrimination and inequality in a given context.	Example: A project that aims to contribute to eliminating sexual and gender-based violence (SGBV), by effective, fair access to appropriate services, including sexual health and reproductive services. In the context of reproductive health, a transformative approach to gender implies not only improving women's access to key services and contraceptive methods, but also helping communities to understand and fight against social norms that perpetuate gender inequality and support SGBV. This type of project also involves men, boys, and religious leaders, to change gender norms, supporting the decision-making process of women and girls on family planning and health, and to diminish SGBV and harmful traditional practices (genital mutilation, early marriage, forced marriage, etc.).

ANNEX 2. GOALS AND INDICATORS

The goals and indicators dealt with below are those included in Part 2 of the attached EU's Gender Action Plan III document: "JOINT STAFF WORKING DOCUMENT - Objectives and Indicators to frame the implementation of the Gender Action Plan III (2021-25) Accompanying the document Joint Communication to the European Parliament and the Council" (*eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020SC0284*)

Thematic area of engagement - Ensuring freedom from all forms of gender-based violence[38]

Overall thematic objective (Impact)	Women, men, girls and boys are free from all forms of gender-based violence in the public and private spheres, in the work place and online
Thematic impact indicators	• Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner, in the previous 12 months, by form of violence and by age (SDG 5.2.1[39]) • Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (SDG 5.2.2[40]) • Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age (SDG 5.3.2) • Number of victims of human trafficking per 100,000 population by sex, age and form of exploitation (SDG 16.2.2)

[38] *Following "A Union of Equality: gender equality strategy 2020-2025", the language used here is gender-based violence. However, where relevant, such as in conflict situations, sexual and gender-based violence. See definition of GBV here:*
https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-based-violence_en

[39] *Tier II, UNICEF, UN Women, UNFPA, WHO, UNODC.*

[40] *Ibidem*

Specific thematic objectives (Outcomes)	1. Women, men, girls and boys, in all their diversity, are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement
	2. Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict
	3. Women, men, girls and boys, in all their diversity, who experience gender-based violence have increased access to essential services
	4. The right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence is promoted and better protected
	5. Women, men, girls and boys in all their diversity trafficked for all forms of exploitation and abuse have improved access to adequate and quality services for socio-economic integration and psycho-social support
	6. Women, men, girls and boys, in all their diversity, are better protected from sexual and gender-based violence in fragile and humanitarian crisis situations
	7. Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence
	8. Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes
Specific thematic objective 1 (Outcome)	**Women, men, girls and boys in all their diversity are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement**
Key thematic outcome indicators	• Extent to which legislation and/or policy prohibiting/addressing VAWG has been developed, strengthened and/or implemented (results framework of the Service for Foreign Policy Instruments –FPI RF)
	• Number of individuals benefiting from EU-funded programmes to counter sexual and gender-based violence (indicator to be integrated into the European Union results framework – EU RF)
	• % of referred cases of gender-based and sexual violence against women and children that are investigated and sentenced (FPI RF)
Other thematic outcome indicators	• Extent to which state entities and justice structures allocate resources for the prevention and elimination of all forms of gender-based violence (SI 2.2 amended)
	• Extent to which all relevant state actors -such as police, justice sector, social services and health care actors- coordinate actions to end gender-based violence
	• Number of legislative actions taken in partner country to

criminalise gender-based violence, including online, and to prosecute perpetrators, in line with international standards[41]
- Number of legislative actions taken in partner country to ensure survivors of gender-based violence can access justice

Specific thematic objective 2 (Outcome)	**Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict**
Key thematic outcome indicators	• % of women and girls who report feeling or/and experiencing increased safety in private and public spheres (including mobility) • Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18 (SDG 5.3.1) • Proportion of people who think it is justifiable for a person to subject an intimate partner to violence, by gender and age of the respondent (SI 3.1 amended)
Other thematic outcome indicators	• % of women and girls who express belief that men and boys do not have the right to demand sexual intercourse or other forced sexual acts or any other form of intimate partner violence • Proportion of people who think it is justifiable to subject a woman or girl to FGM, disaggregated at least by sex and age (SI 3.2 amended) • % of men and boys who acknowledge that gender-based violence is not acceptable • Number of actions on preventive intervention and treatment programmes for perpetrators of gender-based violence to stop recidivism • Number of community and religious leaders who publicly condemn gender-based violence, disaggregated at least by sex • Number of policy-makers who publicly condemn gender-based violence, disaggregated at least by sex • Number of media representatives and influencers who publicly condemn gender-based violence, disaggregated at least by sex
Specific thematic objective 3 (Outcome)	**Women, men, girls and boys in all their diversity, who experience sexual and gender-based violence have increased access to essential services and protection**
Key thematic outcome indicators	• % of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector i.e. (a) government services and civil society services; or (b) social welfare, legal aid, housing/shelter, police protection (SI 4.1 amended) • % of gender-based violence cases reported to the police, brought to court which resulted in the perpetrators being sentenced, disaggregated at least by sex • Extent to which partner country institutions' capacities to fight gender-based violence are increased

[41] *Commission victims' rights strategy. Gender Equality Strategy, p.4.*

ANNEX 2. GOALS AND INDICATORS

Other thematic outcome indicators	• Number of cases of SGBV reported to the police, per year, disaggregated at least by sex • % of gender-based violence cases reported to the police, per year, disaggregated at least by sex • % of gender-based violence cases reported to the police that are brought to court, per year, disaggregated at least by sex • Number of cases of gender-based online violence, harassment and cyber-bullying targeting women, men, girls and boys, in all their diversity, reported to the police, per year, disaggregated at least by sex • Number of adequate, easily accessible and protected shelters for victims of gender-based violence available
Specific thematic objective 4 (Outcome)	**The rights of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence, is promoted and better protected[42]**
Key thematic outcome indicator	• Number of women, men and adolescents of reproductive age using modern contraception methods with EU support (EU RF 2.6[43]) • Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education (SDG 5.6.2), disaggregated at least by sex • Proportion of women aged 15-49 who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG 5.6.1) • Extent to which comprehensive sexuality education is integrated in public education curricula
Other thematic outcome indicator	• Extent to which partner country legislation protecting every individual's sexual and reproductive health and rights is introduced/strengthened in partner countries
Specific thematic objective 5 (Outcome)	**Women, men, girls and boys, in all their diversity, trafficked for all forms of exploitation have improved access to adequate and quality services for socio-economic integration and psycho-social support**
Key thematic outcome indicator	• Number of victims/survivors of human trafficking who access support services for socio-economic integration and psycho-social support, disaggregated at least by sex
Other thematic outcome indicators	• % of trafficking victims/survivors who were interviewed by a police officer that have taken part in victim-centred training,

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[42] *As agreed in accordance with the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.*

[43] *As per the SWD 444(2018) final, all EURF indicators include "with EU support" in their formulation so this is reproduced here. In line with the contribution approach explained in the introduction, the same is understood for the remaining GAPIII indicators.*

disaggregated at least by sex
- % of trafficking victims/survivors who were interviewed in a safe, private, examination room, disaggregated at least by sex
- Number of measures taken by government (i.e. protection, prevention, prosecution of traffickers, coordination and cooperation among key actors, knowledge) to combat trafficking in human beings

Specific thematic objective 6 (Outcome)	**Women, men, girls and boys, in all their diversity, are better protected from sexual and gender-based violence in fragile and humanitarian crisis situations**
Key thematic outcome indicators	• Extent to which measures supported by the EU to prevent and combat sexual and gender-based violence in situations of fragility and conflict are effective in preventing sexual and gender-based violence and providing services to survivors • Extent to which local counterparts (security and justice institutions among others) act to prevent and combat sexual and gender-based violence • Extent to which EU contribution systematically supports the mitigation of sexual and gender-based violence risks in its humanitarian aid operations
Other thematic outcome indicators	• Number of refugees in partner country who receive government and civil society services, disaggregated at least by sex • Extent to which the law enforcement, security forces or justice institutions recognise and integrate a gender perspective into their responses • Extent to which local counterparts' policies or actions are contributing at increasing the number of women employed in law enforcement, security forces or justice institutions
Specific Objective 7 (Outcome)	**Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence**
Key thematic outcome indicators	• Extent of use of social accountability mechanisms by civil society in partner country in order to monitor and engage in ending violence against women and girls (SI 6.2) • Number of coordinated actions by women's rights organisations, autonomous social movements and relevant civil society organisations in partner country to advocate jointly on ending violence against women and girls (S1 6.1) • Extent to which women civil society organisations working on violence against women and girls[44] have been engaged on policy development and / or implementation of the action (FPI RF) • Number of grassroots civil society organisations benefiting from (or reached by) EU support (EU RF)

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[44] *Terminology used under FPI results framework.*

Other thematic outcome indicators	• Proportion of women's rights organisations, autonomous social movements and civil society organisations, including those representing young people and groups facing intersecting forms of discrimination / marginalisation in a partner country, report having greater influence and agency to work on ending gender-based violence (SI 6.3) • Extent to which organisations led by women and girls are effective in driving social change related to ending gender-based violence • % of women's rights organisations that are providing services to address sexual and gender-based violence that have appropriate state funding following EU support
Specific Objective 8 (Outcome)	**Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes**
Key thematic outcome indicator	• Extent to which partner country national statistics office, police, justice sector, healthcare institutions and others collect quality, globally comparable and at least disaggregated by sex data annually in line with international standards, on the prevalence and incidences of gender-based violence, and harmful practices where relevant • Extent to which data collection on the prevalence and incidence of gender-based violence is coordinated among key actors • Extent to which data on the prevalence and incidence of gender-based violence is analysed and published at national and/or decentralized levels
Other thematic outcome indicator	• Extent to which data on the prevalence and incidence of gender-based violence inform policy- and decision-making

Thematic area of engagement - Promoting sexual and reproductive health and rights[45]

Overall thematic objective (Impact)	**Women and girls in all their diversity access universal health and fully enjoy their health and sexual and reproductive rights**
Thematic impact indicators	• Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods (SDG 3.7.1) • Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group (SDG 3.7.2) • Proportion of births attended by skilled health personnel (SDG 3.1.2) • Prevalence of undernourishment (SDG 2.1.1)[46], disaggregated at least by sex

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[45] *A life-long approach is promoted.*

[46] *For specific thematic objective and indicators on this impact indicator please see 'thematic area of engagement: Promoting economic and social rights and empowering girls and women', thematic objective 10.*

Specific thematic objectives (Outcomes)	1. Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive health (SRHR) care and services and protecting their sexual and reproductive rights 2. Improved access for every individual to sexual and reproductive health care and services, including family planning services, information and education on sexual and reproductive rights
Specific thematic objective 1 (Outcome)	**Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive health (SRHR) care and services and protecting their sexual and reproductive rights**
Key thematic outcome indicators	• Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education (SDG 5.6.2), disaggregated at least by sex
Other thematic outcome indicators	• Extent to which SRHR-sensitive policies, strategies and programmes introduced by partner government on: a) ending harmful practices e.g. child marriage and female genital mutilation; b) adolescent SRHR; c) comprehensive sexuality education; d) family planning; e) removal of third parties consent for contraception; f) control of sexually transmitted infections including HIV and AIDS; g) cancer screening • Extent to which the gender equality policy or similar for sexual and reproductive health care and services is implemented • Extent to which the gender equality policy or similar for sexual and reproductive health care and services is monitored and evaluated • Extent to which communities stigmatize women and girls with SRHR problems[47] • Number of men and boys engaging in government or civil society SRHR actions[48]
Specific thematic objective 2 (Outcome)	**Improved access for every individual to sexual and reproductive health care and services, including family planning services, information and education on sexual and reproductive rights**
Key thematic outcome indicators	• Number of women, men and adolescents of reproductive age using modern contraception methods with EU support (EURF 2.6) • Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG 5.6.1)
Other thematic outcome indicators	• % of young people receiving comprehensive sexuality education, disaggregated at least by sex • Number of women, men, adolescents, in all their diversity, with increased access to sexual and reproductive health care and

[47] *Specifics to be tracked include: stigmatisation of pregnant teenagers, women with fistula, rape survivors, and women living with infertility, HIV, or mental health problems.*

[48] *Specifics to be tracked include: partners involved in family planning, couples counselling, STI tests, delivery plans, accompanying to antenatal care, peer education or mass campaigns.*

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services
- Extent to which the gender equality policy or similar for sexual and reproductive health care and services is implemented

Thematic area - Promoting economic and social rights and empowering girls and women

Overall thematic objective (Impact)	Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights
Thematic impact indicators	• Employment rate, disaggregated at least by sex • Percentage distribution of employed population by sector, disaggregated at least by sex • Proportion of informal employment in non-agriculture employment, disaggregated at least by sex • Proportion of time spent on unpaid domestic and care work, by sex, age and location (note: separate domestic work and care work, if possible) (SDG 5.4.1) • Average income of small-scale food producers, by sex and indigenous status. (SDG 2.3.2) • Transition rate to higher education, disaggregated at least by sex • Proportion of women in managerial positions (SDG 5.5.2) • Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for all (WASH) services) (SDG 5.9.2) • Health worker density and distribution (SDG 3.c.1) • Maternal mortality ratio (SDG 3.1.1) • Under-five mortality rate (SDG 3.2.1), disaggregated at least by sex • Prevalence of undernourishment (SDG 2.1.1), disaggregated at least by sex
Specific thematic objectives (Outcomes)	1. Increased access for women, in all their diversity, to decent work, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems 2. Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men 3. Increased access for women in all their diversity to financial services and products, and productive resources 4. Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy 5. Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora 6. Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys[49]

[49] *This includes access to science, technology, engineering, mathematics (STEM) and digital education and training.*

	7. Improved regulatory framework for ensuring equal access to universal and public quality preventive, curative and rehabilitative physical and mental health care services for women, men, girls and boys, in all their diversity, including in crisis situations 8. Improved access to safe water and sanitation facilities, disaggregated at least by sex 9. Public health systems have sufficient and sustained financing to address the health needs of women and girls in all their diversity 10. Women, men, girls and boys, in all their diversity, have improved nutrition levels
Specific thematic objective 1 (Outcome)	**Increased access for women in all their diversity to decent work in non-traditional, in particular science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems**
Key thematic outcome indicators	• Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organisation (ILO) textual sources and national legislation, by sex and migrant status (SDG 8.8.2) • Number of measures in place in partner countries to protect the rights of women workers, including domestic workers, and their access to decent work and social security [e.g. ratification and implementation of CEDAW, ILO fundamental conventions[50] and C190 on Violence and Harassment in the World of Work and C189 on Domestic Workers.] • Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable (SDG 1.3.1) • Extent to which the partner country's gender equality and decent work policy is implemented
Other thematic outcome indicators	• Extent to which the partner country's labour market policy is informed by sector-specific gender analysis • Extent to which the partner country's gender equality aspects of the labour market policy is monitored and evaluated • Number of government programmes implemented to improve women's ability to benefit from employment and entrepreneurship opportunities, including social entrepreneurship, offered by the digital transformation • Number of women and men who report gender-based discrimination at work in the last 12 months, at least disaggregated by sex

[50] *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol P029), Abolition of Forced Labour Convention, 1957 (No. 105), Minimum Age Convention, 1973 (No. 138), Worst Forms of Child Labour Convention, 1999 (No. 182), Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111).*

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Specific thematic objective 2 (Outcome)	Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men
Key thematic outcome indicators	• Extent to which legislation is in place to foster paid maternity, paternity and parental leave • Extent to which policies and measures are in place to regulate paid maternity, paternity and parental leave, including in the context of COVID-19 recovery plans • Extent to which provision of care services, infrastructure and social protection policies allow an equal division of domestic and care work between men and women • Extent to which shared responsibilities of domestic and care work within the household and the family are promoted
Other thematic outcome indicator	• N/A
Specific thematic objective 3 (Outcome)	Increased access for women in all their diversity to financial services and products, and productive resources
Key thematic outcome indicators	• Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control (SDG 5.a.2) • Number of policy, regulatory or legal reforms adopted to support women's employment and entrepreneurship, such as in terms of ownership and land rights, inheritance, mobility, access to identification • Number of relevant actors (private sector companies, ministries, etc.) influenced to adopt processes to improve women's economic empowerment / to remove barriers to market access for women in a given sector (FPI RF) • Number of practices aimed at removing barriers preventing women from market access, investment and business development (FPI RF) • Number of beneficiaries, disaggregated at least by sex, with access to financial services: a) firms, b) individuals (EU RF 2.13)[51]
Other thematic outcome indicator	• Extent to which measures are in place to facilitate women and men's ownership of an individual bank account, disaggregated at least by sex • Extent to which migrant women are supported to contribute to the sustainable development of countries of origin through remittances, skills and knowledge
Specific thematic objective 4 (Outcome)	Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, and alternative livelihoods and strengthened participation in the green and circular economy

[51] *This is an output indicator and not an outcome indicator. It was included here for its importance as regards GAP III and the availability of aggregated data.*

Key thematic outcome indicators	• Number of gender-responsive policies approved by partner government in the green economy sector • Number of gender-responsive policies approved by partner government in the circular economy sector

Other thematic outcome indicators	• Number of women beneficiaries of business development services who registered their own business, including social enterprises
	  • In general
	  • In the green economy sector
	  • In the circular economy sector
	• Number of gender responsive programmes by partner government that increase access for women and girls to safe, affordable, accessible and sustainable public transport in rural and urban areas

Specific thematic objective 5 (Outcome)	**Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora**
Key thematic outcome indicators	• % of women nominated to senior level positions in public sector (e.g. ministries of finance, economic planning, business development) • % of women nominated to senior level positions in private sector (e.g. investment boards / fund management teams, corporate boards, CEOs, business associations, chambers of commerce, cooperative boards, professional bodies, etc.) • Proportion of women in high level negotiation and mediation fora (peace, trade, investment, post-conflict and distribution) (FPI RF)
Other thematic outcome indicators	• Extent to which gender norms regarding leadership are challenged to enhance women's access to leadership positions • Extent of participation by women and by women's rights organisations in social dialogue • Extent of leadership of women, girls and women's rights organisations in social dialogue • Number of women with increased management and leadership skills through government initiatives (disaggregated by sector – public/private)
Specific thematic objective 6 (Outcome)	**Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys**
Key thematic outcome indicators	• Gender parity in school enrolment and primary and secondary completion rates (SDG 4.5.1) • Proportion of children and young people (a) in Grades 2/3, (b) at the end of primary and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics (%),by sex (SDG 4.1.1.) • Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes leading to jobs • Proportion of youth and adults with information and communications

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technology (ICT) skills, by type of skill, by sex (SDG 4.4.1)
- % of representation of women and men in teaching profession and management
- Extent to which curricula and learning materials are free from discriminatory social norms and gender stereotypes

Other thematic outcome indicators

- Extent to which partner government policy on gender equality in education at all levels is resourced and implemented
- Extent to which partner government policy on gender equality in education is monitored and evaluated
- Extent to which partner government policy provides universal access to at least one year of early childhood education with priority for the most marginalised children
- Extent to which government policy promotes teacher education and teaching practices that are gender-sensitive and inclusive
- Extent to which government policy creates a supportive environment for pregnant girls to remain in, or to return to school
- Extent to which government has implemented infrastructure policies that are supportive of girls' school attendance, such as safe schools close to where children live or affordable school transport
- Extent to which government legislation and its implementation support and deliver accessible infrastructure and materials for girls and boys children with special needs, e.g. children with disabilities
- % of pupils whose learning has been assessed in a timely manner according to the national learning assessment framework
- Proportion of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex (SDG 4.6.1)
- Completion rate (primary education, lower secondary education, upper secondary education), by sex (SDG 4.6.1 amended)
- Number of teachers trained on inclusive gender-sensitive education of management staff working in the public education sector who are women (disaggregated by level – school, district or national level)
- Existence of child-friendly, accessible and accountable school mechanisms and systems to take action on reported cases of school related gender based violence
- % of students who have benefited from vocational education and training / skills development and other active labour market programmes leading to jobs; disaggregated at least by sex
- Extent to which appropriate policies and measures are implemented by government to improve the access of girls and women to inclusive and quality education, including STEM fields and quality digital education and training
- % of girls having access to and using distance digital learning tools during crises such as the one caused by COVID-19
- % of representation of women and men in research careers

Specific thematic objective 7 (Outcome)	**Improved regulatory framework for ensuring equal access to universal and public quality preventive, curative and rehabilitative physical and mental health care services for women, men, girls and boys in all their diversity, including in fragile and humanitarian crisis affected contexts**
Key thematic outcome indicators	• Extent to which specific measures are in place to recognise and timely address girls and women's health and protection needs in humanitarian, vulnerable, fragile, crisis and conflict affected contexts, and of global crises like the pandemic caused by the COVID-19 virus[52] • Extent to which government gender equality policy for the healthcare sector is implemented
Other thematic outcome indicators	• Extent to which the gender equality policy for the healthcare sector is informed by a sector-specific, and context-specific, gender analysis, • Extent to which government gender equality policy for the healthcare sector is monitored and evaluated • Number of women, men, girls and boys benefiting from national mental and psycho-social services in all contexts, including in humanitarian, vulnerable, fragile, crisis and conflict affected settings
Specific thematic objective 8 (Outcome)	**Improved access to safe water and sanitation facilities**
Key thematic outcome indicators	• Number of individuals with access to improved drinking water source and/or sanitation facility with EU support (EU RF 2.8) • Proportion of population using safely managed drinking water services (SDG 6.1.1) • Extent to which Schools monitor the provision of safe water and sanitation facilities for menstrual hygiene management
Other thematic outcome indicator	• Proportion of population using (a) safely managed sanitation services and (b) a hand-washing facility with soap and water (SDG 6.2.1)
Specific thematic objective 9 (Outcome)	**Public health systems have sufficient and sustained financing to address the health needs of women and girls in all their diversity**
Key thematic outcome indicator	• Coverage of essential health services (SDG 3.8.1)
Other thematic outcome indicators	• Number of gender-responsive health service reforms implemented by government • Number of individuals with improved access to health services, disaggregated at least by sex

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[52] *For example, timely analysis of women's health needs and interests, presence of women's health expertise, gender-responsive policy, strategy, plan, implementation and monitoring.*

Specific thematic objective 10 (Outcome)	Women, men, girls and boys, in all their diversity, have improved nutrition levels
Key thematic outcome indicators	• Number of food insecure people receiving EU assistance (EU Result Framework 2.1) • Number of women of reproductive age, adolescent girls and children under 5 reached by nutrition-related interventions supported by the EU (EU RF 2.2)
Other thematic outcome indicator	• N/A

Thematic area of engagement - Promoting equal participation and leadership

Overall thematic objective (Impact)	Women, men, girls and boys, in all their diversity, participate equally in decision-making processes, in all spheres and at all levels of political and public life, including online, to take on leadership roles, to enjoy and exercise their human rights and seek redress if these rights are denied.
Thematic impact indicators	• Proportion of seats held by women in (a) national parliaments and (b) local governments (SDG 5.5.1, EU RF 1.8) • Proportion of women in managerial positions (SDG 5.5.2)
Specific thematic objectives (Outcomes)	1. Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making 2. Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights 3. Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law 4. Equitable social norms, attitudes and behaviours promoting equal participation and leadership fostered at community and individual levels – through civic education, media, education and culture at all levels 5. Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership
Specific Objective 1 (Outcome)	Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making
Key thematic outcome indicators	• Number of specific actions taken by partner country government (such as quota systems or other similar measures) to address discriminatory practices and improve women's representation in parliament and government institutions and decision-making

	positions, at regional, national and local level • Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment (SDG 5.c.1)
Other thematic outcome indicators	• Extent to which female leaders influence policy and decision-making, including in conflict-affected contexts • Extent to which local and national media portray positive images of women and girls in political and public life • Number of reforms and specific measures taken by the national parliament and parliamentary committees to implement existing gender equality and women's empowerment policy commitments on women's participation in decision-making • Number of reforms and specific measures taken by local authorities to implement existing policy commitments on women's and girls' participation in decision-making • Number of reforms and specific measures taken by government monitoring bodies to monitor the implementation of existing policy commitments on women's and girls' participation in decision-making
Specific thematic objective 2 (Outcome)	**Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights**
Key thematic outcome indicators	• Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (SDG 5.1.1) • Extent to which legislation is revised to remove gender-discriminatory clauses on family, divorce, custody of children, inheritance, employment, pay, social security, ownership of assets, land etc.
Other thematic outcome indicators	• % of the population who perceive the overall quality of justice dispensed as good or very good, disaggregated at least by sex • Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law (SDG 16.b.1) • Number of consultations by partner government at national and local level with women's rights organisations engaged in law reform advocacy
Specific thematic objective 3 (Outcome)	**Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law**
Key thematic outcome indicators	• Number of victims of human rights violations, disaggregated at least by sex, directly benefiting from assistance funded by the EU (EU RF)[53]

[53] *This is an output indicator and not an outcome indicator. It was included here for its importance as regards GAP III and the availability of aggregated data.*

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	• Number of women human rights defenders who have received EU Support[54]
	• Number of laws and policies where recommendations made by women's rights organisations have been taken on board by regional, national and local government bodies during the drafting or revision process, including in conflict-affected contexts
	• Extent to which women's rights organisations, feminist organisations and other CSOs , peacebuilders and women human rights defenders working for gender equality and women's and girls' empowerment and rights are able to work independently without fear of their safety and security
Other thematic outcome indicators	• Extent to which human rights violations against women, men, girls and boys are reported in local and national media, disaggregated by sex
	• Extent to which reports in local and national media on human rights violations against women, men, girls and boys are free from social norms and gender-stereotypes
	• Number of women's rights organisations, peacebuilding organisations, feminist organisations, and women human rights defenders' organisations who participated in consultations around new policies and draft legislation with the regional, national and local government/state actors
Specific thematic objective 4 (Outcome)	**Equitable social norms, attitudes and behaviours promoting equal participation and leadership by women and men fostered at community and individual levels – through education, media, culture and sports**
Key thematic outcome indicators	• Extent to which local and national media challenge discriminatory social norms and gender stereotypes about women's and girls' participation and leadership
	• Extent to which women and girls are visible and portrayed as equal contributors to society in the media, literature, cultural and sports arenas
	• Extent to which local and national leaders and influencers, including traditional, religious and community leaders, engage in initiatives to challenge and change social norms and discriminatory gender stereotypes
Other thematic outcome indicators	• % of parents who believe it is acceptable to talk to their children about menstruation, disaggregated at least by sex
	• Extent to which instances of gender-based discrimination are covered in local and in national media
	• Existence of media observatory, whose remit includes monitoring and recording coverage of women's and girls' participation and leadership
Specific thematic objective 5 (Outcome)	**Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership**

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[54] *Ibidem*

Key thematic outcome indicators	• Number of countries that have up-to-date data on: a) voters, and b) candidates standing for election at local and national levels, disaggregated at least by sex • Existence of up-to-date data available, on: a) women in politics, and b) violence (including online violence) and abuse faced by women in politics and public life at regional, national and local levels

Thematic area of engagement – Integrating the women, peace and security agenda

This table presents the objectives, fulfilment criteria, specific outcomes and the related thematic indicators of the EU Action Plan on WPS. The same indicator[s] can be found under the multiple objectives to which it/they may relate/contribute. For each objective, the WPS Indicators integrated in Part I are also indicated. The full Table of the WPS Action Plan Indicators, as they were included in the original **EU Action Plan on Women, Peace and Security/WPS (2019-2024)** is also attached in ANNEX at the end of this SWD.

Objective 1	Participation
Fulfilment criteria	• Formal and informal institutional factors are identified and addressed that are preventing women from being included and/or equitably and meaningfully participating, as well as from reaching leadership positions, in all conflict-related settings, as well as in all areas related to peace and security in the EU institutions. • Structural obstacles to women's meaningful and equitable participation and to their contributions to all actions related to prevention and resolution of conflicts and in post-conflict public life are addressed. • Diplomatic and financial measures are used to promote women's leadership and the balanced representation of men and women from diverse backgrounds in all stages of peace processes.
Indicators	• N# and details of institutionalised as well as ad hoc EU-led and/or supported consultations with CSOs, including women's organisations, women activists, regarding implementation of (i) the Strategic Approach, as well as (ii) WPS policies in partner countries. (WPS Ind. 20) *See in Part 1 WPS indicators 1 and 2*
Objective 2	**Gender Mainstreaming**
Fulfilment criteria	• Mandatory training on mainstreaming gender perspectives for all staff at HQ, EU Delegations, MS Embassies, etc., including in pre-deployment and pre-posting training, is established. • Expert capacity and capability are available and accessible in EU institutions/services and the EU Member States, to conduct gender analysis and to support the systematic integration of a gender perspective. • Women and girls, together with men and boys, are all included and actively engaged in work and policies aiming for the implementation of the Strategic Approach.

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Indicators	• N# of gender focal points/persons with gender-related responsibilities in their job descriptions, and N# of persons that are evaluated against this, in a) EEAS, b) Commission Services, c) EU Delegations, d) CSDP Missions and Operations, and e) EU Special Representatives, including N# of fulltime gender advisors and gender subject matter experts in EU Delegations and CSDP Missions and Operations. (WPS Ind. 3)
	• N# and percentage of men and women staff at all levels, a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff, participating in CSDP missions and operations that are trained on WPS. (WPS Ind. 4)
	• N# and details of EEAS job descriptions and terms of reference that include Gender Equality and WPS responsibilities. (WPS Ind. 6)
	• N# and proportion of staff in the EU and its MS's in counterterrorism, prevention and countering of violent extremism (P/CVE) bodies, who have gender expertise. (WPS Ind. 7)
	• N# and details of EU mentoring, advising, and other capacity-building activities on WPS for institutions, such as in the security and judicial systems in conflict settings. (WPS Ind. 8)
	• N# of projects/programmes by theme: a) Security (and Justice) Sector Reform [S(J)SR], b) Disarmament, Demobilisation and Reintegration (DDR), c) humanitarian aid, d) good governance, e) human rights, f) transitional justice, where a gender perspective is mainstreamed. (WPS Ind. 11)
	• N# and proportion of the EU and its MS's national strategies and total annual budget allocated to prevent violent extremism in partner countries, including on drivers and deterrents that target Gender as a principal or significant objective (WPS Ind. 13)
	• N# of EU actions on conflict prevention, mediation, peacebuilding, peace negotiations, conflict resolution and reconstruction/ rehabilitation that used or were based on, amongst others, gender analysis (WPS Ind. 17)
	• Details of activities addressing the different WPS-related impacts of climate change, land degradation, desertification and drought (WPS Ind. 15)
	• Provide details of best practices/media stories illustrating the output of Gender- and WPS-related objectives and tasks in mandates and planning documents for CSDP Missions and Operations. (WPS Ind. 30)
Objective 3	**Leading by example**
Fulfilment criteria	• The EU uses all available fora to actively promote gender equality and the full implementation of the WPS agenda.
	• Adequate, transparent and accessible funding is available for projects and initiatives in relation to WPS, including civil society organisations' work on WPS.
Indicators	• N# and percentage of men and women staff at all levels, a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff, participating in CSDP missions and operations that are trained on WPS. (WPS Ind. 4)

- N# and details of EU mentoring, advising, and other capacity-building activities on WPS for institutions, such as in the security and judicial systems in conflict settings. (WPS Ind. 8)
- Proportion of funded projects and initiatives related to WPS, including for relief and recovery programmes. (WPS Ind. 10)
- Total expenditure and proportion of EU (and its MS) cooperation programmes in partner countries allocated to WPS, gender equality, peace-building and conflict prevention. N# of civil society organizations that participating in such programmes. (WPS Ind. 12)
- N# and proportion of the EU and its MS's national strategies and total annual budget allocated to prevent violent extremism in partner countries, including on drivers and deterrents that target Gender as a principal or significant objective. (WPS Ind. 13)
- N# and details of actions taken to establish and perform gender-responsive leadership and management. (WPS Ind. 18)
- N# and details of actions taken by the diplomatic missions of the EU and its Member States, CSDP Missions and Operations or HQ to address WPS issues raised by local civil society, especially women's organisations. (WPS Ind. 21)
- N# of NAPs or other national policies related to WPS adopted by EU MS and N# of civil society organisations contributing to the formulation, implementation, and evaluation of WPS-related EU and EU-supported NAPs, documents or policies in third countries. (WPS Ind. 22)
- Best practices and challenges, of EU and its Member States policies and initiatives on protection measures and how they affect / benefit women, men, boys and girls refugees or asylum seekers from countries affected by armed conflict. (WPS Ind. 29)

See in Part 1 WPS indicators Ind. 16 and 19

Objective 4	Prevention
Fulfilment criteria	• The EU's early-warning mechanisms and subsequent actions are gender-responsive, including to incidence of SGBV. • There is an improved understanding of the root causes of violence against women and girls and of gender-related drivers of conflict and actions are undertaken to counter further relapse, including by strengthening State institutions. • There is systematic monitoring and reporting in place for the prevention of human rights violations against women and girls in conflict, including sexual exploitation and abuse (SEA), harassment including sexual harassment (SH), and other forms of SGBV, including in the context of violent extremism.
Indicators	• Proportion21 of staff trained on conduct and discipline that includes content-related to SEA and harassment including SH, among a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff participating in CSDP missions and operations. (WPS Ind. 5) • N# and proportion of staff in the EU and its MS's in counterterrorism, prevention and countering of violent extremism (P/CVE) bodies,

who have gender expertise. (WPS Ind. 7)
- N# and details of EU capacity-building on WPS in inter alia conflict prevention, peace-building and mediation support to partners and third countries. (WPS Ind. 9)
- N# of projects/programmes by theme: a) Security (and Justice) Sector Reform; b) Disarmament, Demobilisation and Reintegration (DDR), c) humanitarian aid, d) good governance, e) human rights, f) transitional justice, where a gender perspective is mainstreamed. (WPS Ind. 11)
- Total expenditure and proportion of EU (and its MS) cooperation programmes in partner countries allocated to WPS, gender equality, peace-building and conflict prevention. N# of civil society organizations that participating in such programmes. (WPS Ind. 12)
- N# and proportion of the EU and its MS's national strategies and total annual budget allocated to prevent violent extremism in partner countries, including on drivers and deterrents that target Gender as a principal or significant objective. (WPS Ind. 13)
- Details of activities addressing the different WPS related impacts of climate change, land degradation, desertification and drought. (WPS Ind. 15)
- N# of EU actions on conflict prevention, mediation, peacebuilding, peace negotiations, conflict resolution and reconstruction/rehabilitation that used or were based on, amongst others, gender analysis. (WPS Ind. 17)
- N# of reported and investigated cases of all forms of harassment including SH, of, and by, EU staff in line with a survivor-centred approach (WPS Ind. 23)
- N# of EU-supported activities aiming at strengthening the institutional social support and safety systems available for survivors of SGBV and addressing protection of rights and justice responses to SGBV in conflict and post-conflict situations affecting women, girls, men and boys. (WPS Ind. 25)

Objective 5	Protection
Fulfilment criteria	• Institutional mechanisms are established to protect and safeguard women's and girls' rights in fragile and conflict-affected contexts. • All deployed EU personnel are trained on addressing conflict-related violence and all other forms of SGBV, SEA, and all forms of harassment, including SH. • EU rules, procedures and reporting mechanisms on SGBV including SEA and harassment including SH, are readily available and effectively communicated.
Indicators	• Proportion[55] of staff trained on conduct and discipline that includes content-related to SEA and harassment including SH, among a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff participating in CSDP missions and operations. (WPS Ind. 5)

[55] *All mentions related to "proportion of" should be understood to relate to the specific circumstances, conditions, timeframes, under which the assessment is being made every time.*

- N# of projects/programmes by theme: a) Security (and Justice) Sector Reform; b) Disarmament, Demobilisation and Reintegration (DDR), c) humanitarian aid, d) good governance, e) human rights, f) transitional justice, where a gender perspective is mainstreamed. (WPS Ind. 11)
- Total expenditure, N# and details of projects/by country that implement support services for SGBV including sexual and reproductive comprehensive health information and healthcare services. (WPS Ind. 14)
- N# and details of actions taken by the diplomatic missions of the EU and its Member States, CSDP Missions and Operations or HQ to address WPS issues raised by local civil society, especially women's organisations. (WPS Ind. 21)
- Best practices and challenges, of EU and its Member States policies and initiatives on protection measures and how they affect / benefit women, men, boys and girls refugees or asylum seekers from countries affected by armed conflict. (WPS Ind. 29)
- N# of reported and investigated cases of all forms of harassment including SH, of, and by, EU staff in line with a survivor-centred approach. (WPS Ind. 23)
- N# of reported, investigated and adjudicated cases of sexual exploitation and abuse (SEA) against women, girls, men and boys in line with a survivor-centred approach. (WPS Ind. 24)
- N# of EU-supported activities aiming at strengthening the institutional social support and safety systems available for survivors of SGBV and addressing protection of rights and justice responses to SGBV in conflict and post-conflict situations affecting women, girls, men and boys. (WPS Ind. 25)

Objective 6	Relief and Recovery
Fulfilment criteria	- Support the implementation, including the funding, of specific relief and recovery initiatives that meet the needs of women and girls. - Methods and tools are established to ensure relief and recovery that meet the needs of women and girls in conflict and post-conflict situations - All agreements by the EU with third countries on migration flows and border control must integrate a gender perspective and meet human rights' standards.
Indicators	- Proportion of funded projects and initiatives related to WPS, including for relief and recovery programmes. (WPS Ind. 10) - Total expenditure, N# and details of projects/by country that implement support services for SGBV including sexual and reproductive comprehensive health information and healthcare services. (WPS Ind. 14) - N# of EU-supported activities aiming at strengthening the institutional social support and safety systems available for survivors of SGBV and addressing protection of rights and justice responses to SGBV in conflict and post-conflict situations affecting

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women, girls, men and boys. (WPS Ind. 25)
- Total expenditure, N# and details (per country) of projects that implement support services for victims/survivors of SGBV/SEA and where available, and in line with a survivor-centred approach, N# of victims/survivors reached with these projects (WPS Ind. 26)
- N#, proportion and country of origin of female and male asylum seekers who have obtained the status of refugee or benefit from subsidiary protection in the EU. (WPS Ind. 27)
- N# and details of support provided for refugee and asylum-seeking women's and girls' economic and social empowerment in the country of origin, in refugee camps, in transit or the country of destination. (WPS Ind. 28)

Thematic area of engagement – Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation

Climate change and environment

Overall thematic objective (Impact)	**Women in all their diversity influence decision-making processes on environmental conservation and climate change policies and actions**
Thematic impact indicators	• % of women in managerial positions in all sectoral, climate, environment and civil protection related ministries or institutions, electricity authorities, energy boards, regulating authorities, utilities, renewable energy agencies, etc. • % of women entrepreneurs in the green economy or circular economy
Specific thematic objectives (Outcomes)	1. Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues 2. Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive, at local, national, regional and international level 3. Women, men, girls and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are recognised and valued 4. Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy
Specific thematic objective 1 (Outcome)	**Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues**
Key thematic outcome indicator	• Number of women, men, girls and boys, in all their diversity, activists and environmental rights defenders acting as agents of change

	on fighting climate change and pursuing environmental justice, at local, national and regional level, disaggregated at least by sex
Other thematic outcome indicators	• Extent to which women, men, girls and boys and their civil society organisations and activists are able to influence strategies on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity, on local, national and regional levels, disaggregated at least by sex • Proportion of women in national parliamentary committees dealing with climate action and environment justice • Number of women, men, girls and boys, in all their diversity, participating equally in public planning and consultation meetings on local and national levels, disaggregated at least by sex • Number of women, men, girls and boys, in all their diversity, participating in events on climate action and environment justice, disaggregated at least by sex and possibly disaggregated by role: participant or speaker
Specific thematic objective 2 (Outcome)	**Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive, at local, national, regional and international level**
Key thematic outcome indicators	• Number of proposed for adoption climate change adaptation and mitigation policies (including nationally determined contributions), and environment protection strategies and plans (including energy policies/ strategies) that include gender equality objectives, in line with the United Nations framework convention on climate change (UNFCC) gender action plan • Extent to which proposed for adoption climate change adaptation and mitigation policies, and environmental protection strategies and plans (including energy policies/ strategies) are based on a gender analysis of risk, need, demand, barriers, and supply
Other thematic outcome indicators	• Extent to which climate and environmental policies, strategies, plans are based on risk and vulnerability assessments, and on gender and conflict analysis of the different impacts of climate change and environmental degradation on women and men • Existence of national targets on access to clean cooking solutions as part of the energy policy framework • Extent to which declarations and policy documents on climate change and environment at multilateral level contain specific actions to include women in the decision-making processes • Number of sectoral gender action plans drafted and implemented by the relevant ministries in partner country • Availability of quality data in the environmental protection sector, disaggregated at least by sex • Availability of a monitoring, reporting and verification system, which includes an obligation to report on gender • Number of gender audits carried out in relevant ministries in partner country

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Specific thematic objective 3 (Outcome)	Women, men, girls and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are supported
Key thematic outcome indicators	• Number of changes in legislation or new laws or amendments adopted in partner country to enshrine the equal access to property, including land, credit and inheritance rights of women and girls • Extent to which women and girls exercise choice and control over opportunities and resources in disaster risk reduction, recovery and reconstruction contexts • Number of women with increased training, financial resources, technology or other resources for sustainable and safe food production, sustainable energy, sustainable transport, and clean water sources, for family consumption or for productive uses
Other thematic outcome indicators	• Extent to which inclusive disaster risk reduction policies are being implemented by partner government • Extent to which women's equal rights to landownership and inheritance are respected in practice • Number of women, men, girls and boys equally provided with access to sustainable energy services, disaggregated at least by sex • % of women-led households with access to clean cooking facilities • Number of environmental human rights activists who can work freely, disaggregated at least by sex • Proportion of population with primary reliance on sustainable or clean fuels and technology (SDG 7.1.2) – disaggregated at least by sex • Number of women and girls reached by programmes aimed at strengthening individual resilience and safety in the face of disasters (swimming lessons, emergency drills and exercises)[56]
Specific thematic objective 4 (Outcome)	Women in all their diversity increasingly participate in and have improved access to jobs, entrepreneurship opportunities in the green economy and the circular economy
Key thematic outcome indicator	• Number of women and men headed enterprises receiving credit, micro-credit/financial services, disaggregated at least by sex • % of women in managerial positions in enterprises in the green economy and the circular economy
Other thematic outcome indicators	• % of women and men workers in each stage of the value chain of a product related to green technologies or the circular economy, disaggregated at least by sex • Number of individuals benefiting from access to government investment covering weather-related losses or other risk reduction measures, disaggregated at least by sex • % of publicly-tendered government contracts related to environment, climate change and sustainable energy won by

[56] *This indicator is an output indicator but has been included here for being particularly relevant for some European Commission Services, such as ECHO.*

women-led companies
- Number of women benefiting from incentives used to encourage women's entry into the green economy and the circular economy

Digitalisation

Overall thematic objective (Impact)	**Women, men, girls and boys, in all their diversity, can equally participate in shaping the digital world of tomorrow**
Thematic impact indicators	• Proportion of young people and adults with information and communications technology (ICT) skills, by type of skill (SDG 4.4.1) • Proportion of individuals who own a mobile telephone, disaggregated at least by sex (SDG 5.b.1)
Specific thematic objectives	1. Women, men, girls and boys, in all their diversity, participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions 2. Women, men, girls and boys in all their diversity have equal access to affordable and secure broadband, technology and digital tools 3. Women, men, girls and boys are equally provided with and using equally public digital literacy 4. Women, men, girls and boys in all their diversity participate fully and equally in the digital economy
Specific thematic objective 1 (Outcome)	**Women, men, girls and boys in all their diversity participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions**
Key thematic outcome indicator	• Number of women's organisations and networks with increased capacity to participate in discussions on gender-responsive ICT policies and plans • Number of actions, taken by partner government, which contribute to the development of legal or regulatory frameworks governing online abuse, violence and bullying
Other thematic outcome indicators	• % of women participating as high-level speakers in EU events/forums where ongoing and future policy and strategy related to the digital world are discussed • Extent to which legal or regulatory framework in partner country enabling survivors of online violence and their family to seek legal and other support services are in place • Number of declarations and policy documents at UN and ILO levels which include specific actions to address the digital gender gap

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Specific thematic Objective 2 (Outcome)	Women, men, girls and boys in all their diversity have equal access to affordable and secure broadband, technology and digital tools
Key thematic outcome indicator	• Number of people with access to Internet with EU support (disaggregated by sex, geographic region, urban/rural, age group, and type of connection, i.e. mobile or fixed) (EU RF)
Thematic impact indicators	• Extent to which time-bound targets to overcome gender and poverty divides in Internet use are in place in national ICT strategies or broadband plans • Number of households with access to fixed broadband connectivity, disaggregated by sex of the head of household • Number of people with access to mobile broadband connectivity disaggregated at least by sex • % of women and men that have and use an account at a bank or other financial institution or with a mobile-money-service provider, disaggregated at least by sex • % of students using Internet and Educative Media at least once a week, disaggregated at least by sex • Number of government actions in partner country seeking to improve the collection, analysis and use of sex-disaggregated ICT data
Specific thematic objective 3 (Outcome)	Women, men, girls and boys are equally provided with and using equally public digital literacy
Key thematic outcome indicator	• Number of people who have benefited from institution or workplace-based vocational education and training/skills development interventions supported by the EU (EU RF 2.15)
Other thematic outcome indicators	• Extent to which partner government ministry of education acts to challenge and address discriminatory gender stereotypes in digital education and training • Number of measures taken by partner country government to improve the access of women, men, girls and boys, in all their diversity, to basic digital education and training, disaggregated at least by sex
Specific thematic objective 4 (Outcome)	Women, men, girls and boys in all their diversity participate fully and equally in the digital economy[57]
Key thematic outcome indicator	• Number of digital start-up enterprises led by women who benefit from financial support and/or training
Other thematic outcome indicators	• Number of women accessing services or programme offered by the digital hubs/tech parks, etc. • Number of women nominated to top management positions in

[57] *This includes increased access to new economic and entrepreneurial opportunities, career guidance, markets, financing and employment, as well as equal participation and inclusion in the innovation and technology industry, including in the design and development of artificial intelligence.*

digital technology
- Number of women, men, girls and boys participating in digital hackathons or other digital start-ups events, disaggregated at least by sex

Full list of indicators from the EU Action Plan on Women, Peace and Security

Nr   **Description**

1   N# and proportion[58] of women mediators, negotiators and technical experts present in formal as well as informal peace processes where the EU and its MS are engaged, with specific mention of those in leadership positions.

2   N# and proportion[21] of women in EEAS structures, EU Institutions, CSDP Missions and Operations, and in all EU MS, with specific mention of those in leadership and senior positions such as Heads of diplomatic missions, EU Delegations, and CSDP Missions and Operations; as well as EU staff participating in UN, NATO and OSCE missions and operations at all levels, including military and police staff at all levels.

3   N# of gender focal points/persons with gender-related responsibilities in their job descriptions, and N# of persons that are evaluated against this, in a) EEAS, b) Commission Services, c) EU Delegations, d) CSDP Missions and Operations, and e) EU Special Representatives, including N# of fulltime gender advisors and gender subject matter experts in EU Delegations and CSDP Missions and Operations.

4   N# and percentage of men and women staff at all levels, a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff, participating in CSDP missions and operations that are trained on WPS.

5   Proportion[21] of staff trained on conduct and discipline that includes content-related to SEA and harassment including SH, among a) EU HQ b) diplomatic staff, c) civilian staff and d) military staff participating in CSDP missions and operations.

6   N# and details of EEAS job descriptions and terms of reference that include Gender Equality and WPS responsibilities.

7   N# and proportion[21] of staff in the EU and its MS's in counterterrorism, prevention and countering of violent extremism (P/CVE) bodies, who have gender expertise.

8   N# and details of EU mentoring, advising, and other capacity-building activities on WPS for institutions, such as in the security and judicial systems in conflict settings.

9   N# and details of EU capacity-building on WPS in inter alia conflict prevention, peace-building and mediation support to partners and third countries.

10   Proportion[21] of funded projects and initiatives related to WPS, including for relief and recovery programmes.

ANNEX 2. GOALS AND INDICATORS

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[58] *All mentions related to "proportion of" should be understood to relate to the specific circumstances, conditions, timeframes, under which the assessment is being made every time.*

11   N# and details of projects/programmes by theme: a) Security (and Justice) Sector Reform [S(J)SR], b) Disarmament, Demobilisation and Reintegration (DDR), c) humanitarian aid, d) good governance, e) human rights, f) transitional justice, where a gender perspective is mainstreamed.

12[59]   Total expenditure and proportion[21] of EU and its MS's cooperation programmes in partner countries allocated to WPS, gender equality, peace-building and conflict prevention. N# of civil society organizations that participating in such programmes

13   N# and proportion[21] of the EU and its MS's national strategies and total annual budget allocated to prevent violent extremism in partner countries, including on drivers and deterrents that target Gender as a principal or significant objective.

14   Total expenditure, N# and details of projects/by country that implements support services for SGBV including sexual and reproductive comprehensive health information and healthcare services.

15   Details of activities addressing the different WPS-related impacts of climate change, land degradation, desertification and drought.

16   N# of statements and commitments made by EU officials concerning WPS, including women's participation in peace processes.

17   N# of EU actions on conflict prevention, mediation, peacebuilding, peace negotiations, conflict resolution and reconstruction/rehabilitation that used or were based on, amongst others, gender analyses.

18   N# and details of actions taken to establish and perform gender-responsive leadership and management.

19   N# and details of EU and its MS`s bilateral and regional dialogues that include WPS-related priorities and commitments in outcome documents, conclusions and/or targets, including civil society contributions. N# and details of EU bilateral and multilateral agreements and/or joint activities and programmes on WPS and gender equality with partners inter alia UN, AU, NATO, CoE, OSCE, and ASEAN.

20   N# and details of institutionalised as well as ad hoc EU-led and/or supported consultations with CSOs, including women's organisations, women activists, regarding implementation of (i) the Strategic Approach, as well as (ii) WPS policies in partner countries.

21   N# and details of actions taken by the diplomatic missions of the EU and its Member States, CSDP Missions and Operations or HQ to address WPS issues raised by local civil society, especially women's organisations.

22   N# of NAPs or other national policies related to WPS adopted by EU MS and N# of civil society organisations contributing to the formulation, implementation, and evaluation of WPS-related EU and EU-supported NAPs, documents or policies in third countries.

23   N# of reported and investigated cases of all forms of harassment including SH, of, and by, EU staff in line with a survivor-centred approach.

24   N# of reported, investigated and adjudicated cases of SEA against women, girls, men and boys in line

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[59] *The scope of application of the indicator includes also women's organisations.*

| 25 | N# of EU-supported activities aiming at strengthening the institutional social support and safety systems available for survivors of SGBV and addressing protection of rights and justice responses to SGBV in conflict and post-conflict situations affecting women, girls, men and boys. |

with a survivor-centred approach.

25   N# of EU-supported activities aiming at strengthening the institutional social support and safety systems available for survivors of SGBV and addressing protection of rights and justice responses to SGBV in conflict and post-conflict situations affecting women, girls, men and boys.

26   Total expenditure, #N and details (per country) of projects that implement support services for victims/survivors of SGBV/SEA and where available, and in line with a survivor-centred approach, #N of victims/survivors reached with these projects.

27   N#, proportion[21] and country of origin of female and male asylum seekers who have obtained the status of refugee or benefit from subsidiary protection in the EU.

28   N# and details of support provided for refugee and asylum-seeking women's and girls' economic and social empowerment in the country of origin, in refugee camps, in transit or the country of destination.

29   Best practices and challenges, of EU and its Member States policies and initiatives on protection measures and how they affect / benefit women, men, boys and girls refugees or asylum seekers from countries affected by armed conflict.

30   Provide details of best practices/media stories illustrating the output of Gender- and WPS-related objectives and tasks in mandates and planning documents for CSDP Missions and Operations.

ANNEX 2. GOALS AND INDICATORS

ANNEX 3. EXAMPLES OF GOOD PRACTICES FOR GENDER ANALYSIS

Some manuals are indicated below that have been prepared by United Nations and European union Agencies, for conducting gender analysis. This list does not seek to be exhaustive, but merely indicates some sectorial examples.

Organisation	Tool kit	Specific content
European Institute for Gender Equality (EIGE)	Toolkits and guides	The European Institute for Gender Equality (EIGE) has created various tools that are easy to read and to use, explaining, the various stages of conducting a gender analysis. In general, the EIGE provides know-how, research, data and tools to help those responsible fir policies to plan measures that are inclusive, transformative, and promote gender equality.
European Institute for Gender Equality (EIGE) UN Women	Gender Analysis Toolkit for Prioritising SDG Goals and Targets.	This tool kit has three goals: 1)To improve knowledge of SDGs. 2) To improve gender sensitivity in the analytical methods used to measure the SDGs. 3) To integrate gender perspectives into the methodological approaches used to analyse and interconnect the various SDGs in order to come up with more efficacious implementation strategies.
UN Women	Gender analysis in non-traditional sectors: • Climate and Disaster Risk • Finance and Insurance • Energy Infrastructure • Digital Inclusion	This tool kit provides a complete guide to doing gender analysis in the agriculture and natural resources management sectors. The tool kit illustrates the various steps in doing a gender analysis, as well as useful tools and resources for integrating gender into policies, programmes and projects in the agriculture and natural resources management.

World Health Organization (WHO)	Gender Analysis Toolkit for Agriculture and Natural Resource Management	This tool kit provides a practical guide to integrating gender into policies, programmes and services in the health field. The tool kit includes tools for doing gender analysis and for promoting and evaluating the impact gender has on health policies, programmes and services. The kit also stresses the importance of including both men and women in the target population of the gender analysis and of insuring that their perspectives are taken into account.
World Health Organization (WHO)	Gender Analysis Toolkit for Health Systems	This tool kit provides a practical guide to integrating gender into policies, programmes and services in the health field. The tool kit includes tools for doing gender analysis and for promoting and evaluating the impact gender has on health policies, programmes and services. The kit also stresses the importance of including both men and women in the target population of the gender analysis and of insuring that their perspectives are taken into account.
United Nations Educational, Scientific and Cultural Organization (UNESCO)	Gender-Sensitive Indicators for Media Framework	This document provides a series of gender sensitive indicators that can be used to monitor and evaluate the impact gender has on media policies, programmes and services. The document specifically includes indicators for measuring the gender balance in media content, gender representation in media leadership, and sensitive information on gender questions related to women and men. It stresses the importance of including women and men in the target population for planning and implementing media policies, programmes and services.
International Labour Organization (ILO)	Gender-Responsive Budgeting (GRB) toolkit	This tool kit provides a complete guide to integrating gender considerations into budgeting processes (gender sensitive budgeting). It includes tools for doing budget gender analysis and the resources for integrating gender in formulation, execution, and monitoring the budget, making it gender sensitive. This tool kit stresses the importance of including women and men in the target population for the budgeting process, and extending the capacity of personnel and partners to have a budget that meets gender needs.

ANNEX 3. EXAMPLES OF GOOD
PRACTICES FOR GENDER ANALYSIS

ANNEX 4. TOOLS FOR GATHERING GENDER ANALYSIS DATA

Data gathering can be done using various methodologies, such as structured or semi-structures individual interviews, surveys, and discussion groups. In the latter case, small groups of 5-10 people discuss the themes proposed, with the support of a facilitator and, when required, a translator. In some contexts it may be useful to organise separate information gathering sessions for men and women, and to have a joint session to present the final results.

Various approaches and tools have been developed over time, for gathering data and information for the purposes of gender analysis. Merely by way of example and without claiming exhaustiveness, some tools are indicated below that can provide support for gender analysis tasks.

Specifically, we refer to:

1. *Harvard Analytical Framework - Gender Roles Framework: developed with the intent of showing the economic efficiency of allocating resources for women, thereby facilitating them being included to a greater extent in development projects as well as greater efficiency of the same.*
2. *The GAM-Gender Analysis Matrix aims to analyse the different, positive or negative impact that an action can have on women and men, in relation to various variables, such as labour, resources, time and socio-cultural aspects.*

Some examples of practical tools are indicated below, developed from the various approaches, that may be useful in conducting a gender analysis. The results gathered using the various tools can be represented visually by means of bar or pie charts.

1. ***Harvard Analytical Framework, a tool kit that includes:***

    a. Activity profile tool. The aim of this tool is to identify all the production and domestic activities and to answer the question: Who does what? The tool can be adapted to any work situation and its degree of detail can vary, depending on its aim.

Example:

Activity	Women	Girls	Men	Boys

Production activities
Agriculture:
  - Activity 1
  - Activity 2
  - Activity 3
 	
Income generating activities
  - Activity 1
  - Activity 2
 	
White collar activities
  - Activity 1
  - Activity 2				

Domestic activities
Fetching water
  - Activity 1
  - Activity 2
 	
Preparing meals
  - Activity 1
  - Activity 2
 	
Looking after infants
  - Activity 1
  - Activity 2
 	
Cleaning the home
  - Activity 1
  - Activity 2
 	
Other
Repairs
  - Activity 1
  - Activity 2				

Community activities
Social
  - Activity 1
  - Activity 2
Political
  - Activity 1
  - Activity 2
 	
Developmental
  - Activity 1
  - Activity 2
 	
Other				

ANNEX 4. TOOLS FOR
GATHERING GENDER ANALYSIS DATA

Depending on the context and the aims, other parameters can be added for each activity, such as time (time assigned to each activity, daily or seasonal activity) and place (in the home, within or outside the community, etc.).

b. **Access and control profile tool** This tool helps to clarify whether women and men have access to resources, who controls their use and who controls the benefits of using the resources at a family and a community level. In this case, access means the possibility of using a resource without necessarily having control and decision-making power over it.

Example:

Resource	Access		Control	
	Women	**Men**	**Women**	**Men**
Land Water Equipment Credit Other				
Benefits				
Asset Income Education Health services Other				

c. **Day-to-day activity clock.** This tool aims to analyse the roles of women and men over a 24 hour period, to analyse the different distribution of the day-to-day workload.

Example:

Time	Activity	
	Women	**Men**
05:00		
06:00		
07:00		
08:00		
09:00		
10:00		
11:00		
12:00		
13:00		
14:00		
15:00		
16:00		
17:00		
18:00		
19:00		
20:00		
21:00		
22:00		
23:00		
24:00		

d. **Seasonal calendar.** The seasonal calendar is a tool that provides an idea of the workload of women and men over the year. By its very nature, it is very useful for representing seasonality of farm work.

Example:

Activity	Who	Jan.	Feb.	Mar.	Apr.	May.	June	Jul.	Aug.	Sept.	Oct.	Nov.	Dic.
Activity 1	Women												
	Men												
Activity 2	Women												
	Men												
Activity 3	Women												
	Men												

2. **GAM-Gender Analysis Matrix**

This tool analyses a task at four levels: women, men, core family and community. Horizontally, the matrix analyses the impact of the proposed task in four areas: work (changes in duties, in the level of skills required, in the number of people involved); time (changes in the amount of time required to complete specific tasks); resources (changes in access to resources and degree of control); socio-cultural factors (changes in gender roles or social status).

Once the matrix has been drawn up, the members of the community should discuss the results, with the help of a facilitator, especially in terms of the following questions: Are the changes desirable and in line with the project's goals? What effect does the project have on those not involved? Were there any unexpected results? (Where the matrix is completed during or after implementation). Within the matrix itself, the members of the community can add a + sign (if the effect is in line with the project's goal), a - sign (if the effect is not in line with the project's goal), or a ? sign. (If uncertain).

Proposed action	Analysis level	Work	Time	Resources	Socio-cultural factors
	Women				
	Men				
	Core family				
	Community				

ANNEX 4. TOOLS FOR GATHERING GENDER ANALYSIS DATA

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Project of the Italian Cooperation in Kenya.
*Photo by **Laura Savinelli***

Project of the Italian Cooperation in Sudan.
Photo by **Francesca Nardi**

ANNEX 4. TOOLS FOR
GATHERING GENDER ANALYSIS DATA

Project of the Italian Cooperation in Senegal.
Photo by **MFFPE**

Project of the Italian Cooperation in Mozambique.
Photo by **Miguel Almeida**

Project of the Italian Cooperation in Burkina Faso.
*Photo by **AICS Ouagadougou***

Project of the Italian Cooperation in Tunisia.
*Photo by **CEFA***

ANNEX 4. TOOLS FOR GATHERING GENDER ANALYSIS DATA