



Tool: Indicators for Measuring Results on Gender Equality

Gender Equality



Women and men on a garden center in the north of Mocambique.
Photographer: Gunilla Åkesson

Indicators for Measuring Results on Gender Equality

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1. Background

The Swedish Policy on Gender Equality and Women's Rights and Role in Development (2010) underlines the importance of developing context-specific qualitative and quantitative indicators for the monitoring of work on gender equality.

The need to improved management for results is also one of the guiding principles of the Paris Declaration on Aid Effectiveness. The Gender Equality team is in a process of developing method material based on the policy and of evaluations of Sida's work on gender equality. One of the challenges is to improve systems for monitoring and follow-up results on gender equality.

This field is in constant development and the list of proposed indicators will need to be updated and your contribution and feed-back are more than welcome. If you have comments or proposals, please send an e-mail to gender.indicators@sida.se

1.1 Purpose

The purpose of this document is to provide a selection of potential indicators from which Sida country teams can choose in order to monitor results in gender equality work in different sectors. This material is to be seen as a contribution to that work – not the answer to all questions about gender indicators.

The list of proposed indicators can be used as inspiration while developing the Result Matrix but also with a view to having indicators that would work in partner countries' own monitoring of results e.g. Performance Assessment Framework, monitoring of National Action Plans on gender equality etc.

1.2 Some comments on indicators and Results Based Management

Before identifying indicators, *it is essential to thoroughly understand and reflect upon how the indicators will be used* (by the country teams). Here are some examples of how indicators may be used at/by Sida:

1. To assist the country teams to elaborate specific goals (in relation to gender) for the interventions in the partner country;
2. To draw conclusions and lessons learned for future Sida priorities within different sectors based on changes in indicators;
3. To be used in the presentation of the annual development results to the Swedish government, parliament as well as tax-payers/citizens;

4. To be used as an advocacy instrument for the Sida policy team to report on crosscutting issues such as gender.

Sida has limited resources and needs to prioritize its data collection activities. Therefore, it is crucial that the results that are selected to be assessed/measured are of high priority for Sweden and Sida. Given this, Sida country/regional teams might be wise to *focus on issues where they already have a dialogue and where substantial amount of funds are spent to justify measurement of progress.*

At the outset, it is essential to remember that an indicator is merely a sign indicating a change. In itself, it does not normally say much about the reasons/causes for the actual changes. Observations of changes in gender indicators often need to be complemented with qualitative studies or evaluations focusing on issues closer/more upstream to the Sida-funded interventions. Consequently, *if results on gender related issues are prioritized, Sida will need to allocate funds for such studies/evaluations.*

Classic RBM instruments are often based on particular interventions, for which systematic tools for carrying out such assessments have been elaborated. However, for Sida as a whole, and the country/regional teams, changes at the national or regional level are more relevant to detect and report. Yet, it is not only impossible to say anything about the Swedish attribution to such changes; *it is even difficult to be certain that Sweden/Sida has contributed to the measured changes* (for example changes in gender indices). Hence, a broad indicator (on national/impact level) is naturally more difficult to contribute/attribute to donor funded interventions. In fact, attribution is really only possible at the “output” level, which represents direct results of activities funded by Sida and their partners.

Assessing results and follow-up indicators could be rather costly. Therefore, *it is important to decide on a sound (i.e. “good enough”) level of ambition of research methodology.* In the absence of existing studies, “good enough” could, for example, be to talk to (interview) leading experts and listen to their professional opinions about the changes in society, by, for example, bringing women’s organizations and gender researchers together for group discussions. Such interviews could also complement other studies/evaluation/research.

The inherent difficulties in assessing the effects of donor funded interventions makes it *sometimes more efficient and relevant to take a closer look at processes* (through “process indicators”) that increase/decrease the probability of change.

The most important aspect of a good indicator is that *it should be simple to measure and to understand.* A question that one should critically and continuously ask oneself, is “do we really need this indicator? Is it necessary to track the changes that we want to help bring about?” Additional questions are:

1. Is it clear what it actually measures/assesses?
2. It is relevant both in relation to the actual changes it is indicating as.
3. Accessible/available at a reasonable cost.

4. Reliable over time, i.e. it measures the same phenomenon over a period of some years.

Finally, a word about the difficulty of defining “outputs” and “outcomes.” *Outputs* are the direct result of activities carried out, such as dialogue efforts to change laws concerning women’s rights to register their own companies. A combination of such *outputs* then presumably leads to *outcomes* – important changes such as more women registering companies. However, depending on the situation, laws could be either outputs or outcomes. They may be seen as *outputs* because they are often the direct result of significant dialogue efforts. On the other hand, they may also be seen as *outcomes* in that they are the result of many different actors’ pressure on elected leaders and of awareness raising of these leaders (i.e. as opposed to the result of one particular activity). The choice of whether to include them as outputs or outcomes should be discussed between Sida and partners after carrying out context analyses and discussing with partners with knowledge of the situation. In order to avoid confusion, *we have only provided outcome and impact indicators.*

1.3 The structure of the document

The document is divided into two types of tables. The first provides potential indicators to follow the degree to which gender equality work at the national level follows the principles of the Paris Declaration.

The rest of the tables provide examples of indicators for measuring results, aggregated by sector. The sectors that were chosen for examples are Education, Health, Democracy/Human Rights/Gender Equality, Conflict/Peace and Security, Market Development, Sustainable Infrastructure and Services, and Agriculture and Forestry.

The first column of these tables shows the priority areas identified by the Swedish Government as important for achieving gender equality. These are women’s economic empowerment (WEE), women’s political participation (WPP), sexual and reproductive health and rights (SRHR), and women’s security, including Gender Based Violence (GBV). The next column provides examples of Outcomes and possible sources of data.¹ It should be noted that Outcomes are presented together even though there could be several “levels” of outcomes, each one requiring the presence of another before it can be achieved.² Finally, the last two columns provide examples of Impact indicators that can be measured and, in some cases, databases that can be consulted for baseline data.

¹ In some cases, one can access the web sites by ctrl-clicking on the text in the data columns.

² It is important to note that the purpose of this matrix is not to show a linear chain of causes and effects, but to provide indicative indicators that may be used to measure desired results. Therefore, it is not possible to read across rows from outcome to impact.

2. Description of data sources

There are several different types of data available to persons wishing to identify the status of different indicators of gender equality³. This section provides an overview of two types of data: 1) databases that may be used to identify data for monitoring selected indicators, and that allow follow-up of *outcome- and impact-level results* over time, and 2) specific indices that have been developed to show the status of different aspects of gender equality which can also be followed over time, but which should primarily be used for *impact-level* assessments. The following areas are covered for each data source:

- Link to web-site
- Who collected the data
- Type of measurement (i.e. expert assessment, survey data, etc.)
- Geographic scope and data availability (how often database updated)
- User friendliness
- Relevance to Sida's sub-sectors
- Validity and credibility

2.1. Databases

National databases should be consulted when they exist.

2.1.1 Annual Review of Population Law⁴

Data collected by: Harvard University School of Public Health

Type of measurement: A database of summaries and excerpts of legislation, constitutions, court decisions, and other official government documents.

Geographic scope and data availability: Every country in the world, covering 1974–2008.

User friendliness: It is easy to find laws on the different topics. However, it can be difficult to understand the texts if one is not used to legalese. Not all of the exact texts of the laws are translated from their original language but where this is not available there are English summaries presented.

Relevance to Sida's sub-sectors: Highly relevant for sexual and reproductive health and rights (SRHR) and Women's security in that it

³ See, for example, UNIFEM's A user's Guide to Measuring Gender-Sensitive Basic Service Delivery, especially chapter 5. Available at http://www.undp.org/governance/docs/users_guide_measuring_gender.pdf.

⁴ http://www.hsph.harvard.edu/population/annual_review.htm

covers population policies, reproductive rights and health, women's status and rights, children and adolescents, and HIV/AIDS and related topics, including files on abortion laws, domestic violence, trafficking and female genital mutilation.

Validity and credibility: Very valid and credible since the database merely prints original texts.

2.1.2 Demographic and Health Surveys⁵

Data collected by: Macro International

Type of measurement: Survey data

Geographic scope and data availability: 130 indicators from 200+ surveys in 70+ countries. Continuously updated.

User friendliness: Easy if one is used to working with data tables. Recommend using "express tables," which give results for one variable at a time, by age group and total.

Relevance to Sida's sub-sectors: Very relevant for SRHR and women's security (includes questions on attitudes towards and frequency of domestic violence).

Validity and credibility: DHS surveys are extremely well-conducted in terms of sampling and thus validity is high.

2.1.3 GenderStats⁶

Data collected by: the World Bank

Type of measurement: A country-based compilation of data on key gender topics from national statistics agencies, United Nations databases, and World Bank-conducted or funded surveys.

Geographic scope and data availability: All regions. 120 countries. Says it is "continuously updated with new information" but appears that latest data are from 2008.

User friendliness: GenderStats is easy to use but the Create Your Own Table function is not easy to use.

Relevance to Sida's sub-sectors: Topics include: Demographics, Education, Health, Labour force, Political participation, and Gender monitoring. The database also includes the Country Policy and Institutional Assessment (CPIA), an annual assessment of the quality of a country's present policy and institutional framework. "Quality" means how conducive that framework is to fostering sustainable, poverty-reducing growth and the effective use of development assistance. Gender equality, one of the sixteen criteria included in the CPIA process, is the extent to which the country has enacted and put in place institutions and programs to enforce laws and policies that: (a) promote equal access for men and women to human capital development opportunities; (b) promote equal access for men and women to productive and

⁵ www.measuredhs.com and <http://www.statcompiler.com/>

⁶ <http://web.worldbank.org/> or <http://genderstats.worldbank.org>

economic resources; and (c) give men and women equal status and protection under the law.

Validity and credibility: Statistics are presumably reliable since they come from UN or World Bank sources.

2.1.4 Gender, Institutions and Development Database ⁷

Data collected by: OECD

Type of measurement: There are 60 institutional variables in the database ranging from intrahousehold behaviour to social norms. Information on cultural and traditional practices that impact on women's economic development is collected from qualitative country profiles, GenderStats and the Human Development Index and then coded so as to measure the level of discrimination. Each variable is given a score between 0 and 1 and each category also gets a score. Countries receive an overall score as well.

Geographic scope and data availability: 161 countries. Not clear how often data are collected.

User friendliness: The database is easy to access and understand and there is a tutorial⁸.

Relevance to Sida's sub-sectors: The database covers labour market data, population statistics, education, health, political empowerment, macroeconomic data and social institutions. Most interesting for Sida, the 12 "Social Institutions Variables" make up a Social Institutions Gender Index (SIGI) to provide an overall score for a country. But the database also provides individual scores for each of the 12 variables, which are divided into 5 categories: Family code (early marriage, polygamy, parental authority, and inheritance), Physical integrity (female genital mutilation, violence against women), Son preference (missing women), Civil liberties (freedom of movement, freedom of dress), and Ownership rights (access to land, access to bank loans, access to property). All of these individual indicators are relevant for Sida's priority areas, including women's economic empowerment, human rights, and gender-based violence.

Validity and credibility: Developed by a team of researchers at Göttingen University, the coding system for the SIGI variables is very well thought out.⁹ Each variable is based on two components: the existence of a specific social institution that impacts on gender equality and the proportion of the population that is affected by this social institution. For example, *Violence against women* has three components:

1. The existing "legal" indicator based on an updated UNIFEM source:
 - 0 – There is a specific legislation in place
 - 0.25 – there is a legislation is in place but of general nature
 - 0.5 – A specific legislation is being planned, drafted or reviewed

⁷ <http://stats.oecd.org/Index.aspx?DatasetCode=GID2>

⁸ Available at http://www.oecd.org/document/16/0,3343,en_2649_33731_39323280_1_1_1_1,00.html

⁹ Details on coding and the composition of individual variables can be found here: http://genderindex.org/sites/default/files/GID_variables.pdf

- 0.75 – This planned legislation is of general nature
 - 1 – There is no legislation concerning violence against women
2. Percentage of women who are beaten by their partners (if a percentage figure is not available, the prevalence is reported as “rare”, “frequent”, “common” etc. in the country notes)

Combining a theoretical institution (such as a law or policy) with actual custom is a very interesting way of presenting a variable. The downside of the variables is that they are based (partly) on subjective evaluations and thus are only as good as the experts conducting the evaluations. Also, as with all indices, using the SIGI as a single score is problematic since one cannot be sure what is accounting for changes over time. Thus, it is better to use individual variables for outcome-level assessments (as an impact-level indicator, which is not measured very often, the index would be more acceptable).

2.1.5 Gender Law Library¹⁰

Data collected by: The World Bank Group

Type of measurement: A database of national legal provisions impacting women’s economic status.

Geographic scope and data availability: Covers 183 countries. Updated regularly.

User friendliness: Easy to locate which laws are available in a country but the language is sometimes hard to understand if one is not a lawyer.

Relevance to Sida’s sub-sectors: Very relevant. Includes information on gender equality (non-discrimination and affirmative action), family and inheritance law, labor law (including maternity leave, sexual harassment and others), and doing business (i.e. getting credit, property rights, and employing women).

Validity and credibility: Very valid and very credible since the texts are taken from individual countries’ legislation. However, the designers do not claim to have the most recent updates.

2.1.6 ILO Database of Conditions of Work and Employment Laws¹¹

Type of measurement: The database provides legislation on maternity protection, minimum wages and working time. Actual texts and interpretations are presented.

Geographic scope and data availability: Data are available for over 100 countries. Latest update was 2009.

User friendliness: Easier to understand than some because it offers interpretations of legislation that is sometimes difficult to understand for laypersons.

Relevance to Sida’s sub-sectors: Covers legislation on maternity protection, minimum wages and working time. The indicators concerning

¹⁰ <http://wbl.worldbank.org/GenderLibrary/elibrary.aspx?libid=1>

¹¹ <http://www.ilo.org/public/english/protection/condtrav/database/index.htm>

maternity protection, are of particular relevance for Women's economic empowerment. Includes legislation on maternity leave, paternity leave, cash benefits, medical benefits, other benefits, health protection, and non-discrimination and employment security.

Validity and credibility: Very valid and credible as texts are taken directly from individual countries' legislation.

2.1.7 ILO Key Indicators of the Labour Market¹²

Collected by: International Labour Organization

Type of measurement: country-level data on 20 key indicators of the labour market.

Geographic scope and data availability: From 1980 to latest available year (currently 2009). Approximately 230 countries, areas and territories.

User friendliness: Easy to use drop-down menu with ability to select variables by sex and age category but a little difficult to compare men and women and different age groups in the same table.

Relevance to Sida's sub-sectors: Relevant for certain elements that affect women's economic empowerment such as employment in the informal sector, time-related unemployment, and male and female-registered companies. Some of the relevant data (i.e. employment by sector) are only available for EU countries.

Validity and credibility: Data come from credible statistical sources (i.e. EUROSTAT and OECD).

2.1.8 UNAIDS¹³

Data collected by: UNAIDS (data received from National HIV and AIDS programs)

Type of measurement: Survey data on the global AIDS epidemic. The link goes directly to country reports in the 2008 Global Report (a new report is due out in 2010) providing estimates of HIV prevalence and behavioral data (from population-based surveys) on indicators such as knowledge of methods of transmission of HIV and condom use.

Geographic scope and data availability: 147 countries. Data updated every 2 years.

User friendliness: The tables are easy to understand.

Relevance to Sida's sub-sectors: The data are relevant for SRHR because they show if there are significant differences between, for example, men and women's knowledge of HIV and AIDS, which may reveal gaps in the way information and education is communicated in a country.

Validity and credibility: The data are accepted globally as being official UNAIDS statistics. However, since the statistics are based on National

¹² <http://kilm.ilo.org/KILMnetBeta/default2.asp>

¹³ http://data.unaids.org/pub/GlobalReport/2008/jc1510_2008_global_report_pp235_324_en.pdf

survey data, it is impossible to say if they are 100 % accurate. Still, it is better to use these data than other National statistics that have not been queried by UNAIDS.

2.1.9 UN Economic Commission of Latin America and the Caribbean (ECLAC) CEPALSTAT Gender Statistics¹⁴

Collected by: ECLAC staff

Type of measurement: Over 100 indicators provided by National statistical agencies and collated by ECLAC in the CEPALSTAT database.

Geographic scope and data availability: 33 member countries and 9 associated states in Latin America and the Caribbean. Updated continuously.

User friendliness: Easy to use the drop-down menus but not possible to compare across countries since the time periods for available statistics differ between countries. Have to select variables and then choose Excel or Html to get results. Much of the data (and all of the Beijing data) are still in Spanish but in the process of being translated.

Relevance to Sida's sub-sectors: There are two sets of gender statistics: general and Beijing. General statistics include women in power and decision-making, gender and poverty, education and training of women, paid and unpaid work, and gender-based violence (only in Spanish), which are all relevant for Sida's sub-sectors. Beijing statistics are based on the issues covered in the Beijing Declaration. All are explicitly gender-related.

Validity and credibility: The data are supposedly collected from National statistical agencies which follow international standards for collection and reporting. It is not clear how much quality control the UN conducts on these statistics. Still, they should be considered to be a good source of statistics to use.

2.1.10 UN Economic Commission of Europe (UNECE) Gender Statistics¹⁵

Collected by: UNECE staff

Type of measurement: Data from National statistics agencies collated by UNECE.

Geographic scope and data availability: Although the title suggests otherwise, UNECE actually comprises 56 member states from the Europe Union, non-EU Western and Eastern Europe, South-east Europe and Commonwealth of Independent States (CIS), and North America.

User friendliness: Easy to use drop-down menus with different possibilities of creating tables. Much more advanced than ECLAC.

Relevance to Sida's sub-sectors: Information on population aspects, work and the economy, child care, education, public life and decision

¹⁴ <http://www.eclac.org/estadisticas/bases/default.asp?idioma=IN>

¹⁵ <http://w3.unece.org/pxweb/DATABASE/STAT/Gender.stat.asp>

making, health and mortality, crime and violence (including victims of homicide and relationship to perpetrator), and work-life balance.

Validity and credibility: As with ECLAC data, the data are supposedly collected from National statistical agencies which follow international standards for collection and reporting. Their website states “our activities include facilitating the development of statistical standards and supporting national statistical offices to improve their capacity to produce and disseminate gender-relevant statistics.” Still, as with ECLAC, It is not clear how much quality control the UN conducts on these statistics. Still, they should be considered to be a good source of statistics to use. The Gender Statistics Website (<http://www.unece.org/stats/gender/Welcome.html>) provides, however, a significant amount of information on definitions, methods (such as time-use surveys), and training materials. As such, it is a useful reference.

2.1.11 UNStats (MDGs)¹⁶

Data collected by: The Inter-agency and Expert Group (IAEG) on MDG indicators, coordinated by the United Nations Statistics Division, collect the data from country teams.

Type of measurement: 60 indicators to measure progress towards the Millennium Development Goals.

Geographic scope and data availability: 223 countries from “developed, CIS, and developing regions.”

User friendliness: Easy to use

Relevance to Sida’s sub-sectors: Relevant for SRHR (MDG5 and 6), education (MDG2 and 3), women’s political participation (MDG3), and women’s economic empowerment (MDG3).

Validity and credibility: Official site for MDG monitoring. Data are organized by the UN Statistics Division but originate from national systems and are therefore of varying quality. The UN is investing a lot of money in improving capacities and systems in collecting data.

2.1.12 Women, Business and the Law¹⁷

Type of measurement: The indicators were constructed by using codified sources of national law – such as Constitutions, marriage and family codes, labour codes, passport procedures, citizenship rules, inheritance statutes, tax regulations, land laws, and social security codes – as well as responses from country practitioners. Data were gathered directly from the text of laws. Includes data from the *Doing Business Gender Law Library* and other online sources. Additionally, responses from the *Doing Business 2010* surveys were used to develop the indicators for Dealing with taxes, Building credit, and Going to court.

Geographic scope and data availability: 128 countries. Data from 2007–2009.

¹⁶ <http://unstats.un.org/unsd/mdg/Data.aspx>

¹⁷ <http://wbl.worldbank.org/>

User friendliness: Very easy to use. Has drop-down menus where one can choose “economy” (country) or topic.

Relevance to Sida’s sub-sectors: Very relevant. Includes 6 topics: Accessing institutions, Using property, Getting a job, Dealing with taxes, Building credit, and Going to court.

Validity and credibility: The creators first take a series of questions, such as (for Inheriting property) the rules of intestate succession, differences in inheritance between men and women, and differences in legislation between sub-groups of women. Each of these variables is examined and a judgement on equal inheritance rights is ‘yes’ or ‘no.’ There is no scale. Also, depending on who is doing the scoring, the scores could be different. However, the database is interesting because the authors are trying to go beyond individual laws and instead combine several laws to indicate what kind of rights women have.

2.2 Indices

2.2.1 CIRI Human Rights Data Project¹⁸

Collected by: Professors at Binghamton University, New York, NY. Funders include the National Science Foundation, the World Bank and GTZ.

Type of measurement: Independent experts assess data on 15 internationally recognized human rights from the U.S. State Department Reports and Amnesty Annual Yearbooks, resulting in indices comprised of a number of individual questions. For example, Women’s Economic Rights is comprised of 10 different questions, including equal pay for equal work, non-discrimination, and the right to be free from sexual harassment. Each index receives a score from 0–3. In this example, a score of 0 indicates that there were no economic rights for women in law and that systematic discrimination based on sex may have been built into law. A score of 1 indicates that women had some economic rights under law, but these rights were not effectively enforced. A score of 2 indicates that women had some economic rights under law, and the government effectively enforced these rights in practice while still allowing a low level of discrimination against women in economic matters. Finally, a score of 3 indicates that all or nearly all of women’s economic rights were guaranteed by law and the government fully and vigorously enforces these laws in practice.

Geographic scope and data availability: Data from 1981–2007 are available for 195 countries.

User friendliness: Have to register to use the database but otherwise easy to use. Have to download the country code list (under “Documentation”), which makes reading the files a little time-consuming.

Relevance to Sida’s sub-sectors: In addition to information on general human rights, the database includes 3 indices relevant for gender: Women’s Economic Rights, Women’s Political Rights, and Women’s Social Rights.

¹⁸ www.humanrightsdata.org

Validity and credibility: Unfortunately, it is not possible to see results for the individual questions, just the overall indices. As Dibbets et al¹⁹ note, collapsing these questions into one index is questionable from a validity perspective. In other words, how can we know that these questions reflect the overall concepts and that other variables wouldn't be better? While the inter-rater reliability statistics are good (average .94 congruence between the ratings of the different independent reviewers), there are no statistics available on the validity of the indices. Combining indicators into indices also makes it difficult to measure differences over time since some variables may change positively and others negatively, which would cancel out any effect.

2.2.2 Global Gender Gap Index²⁰

Data collected by: World Development Forum

Type of measurement: One index designed to measure gender-based gaps in access to resources and opportunities in individual countries based on four dimensions. Indicators are taken from a variety of sources.

Geographic scope and data availability: 134 countries ranked. Report comes out every two years.

User friendliness: Once you understand that the ranking is based on gaps (and not actual levels) in access to resources and opportunities, and which questions are included in each dimension, it is easy to understand the results for each country.

Relevance to Sida's sub-sectors: The four dimensions – Economic participation and opportunity, Political empowerment, Educational attainment, and Health and well-being – are very relevant for Sida's sub-sectors.

Validity and credibility: The Index is designed to measure gender-based gaps in access to resources and opportunities in individual countries rather than the actual levels of the available resources and opportunities in those countries. This is done in order to make the Global Gender Gap Index independent of the level of development. For example, the Index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country. In this way, it is valid to compare countries such as Sweden and Kenya. See discussion of problems with indices in general under CIRI Human Rights Database above.

2.2.3 Gender Empowerment Measure (GEM)²¹

Data collected by: UNDP

Type of measurement: One index compiled from indicators derived from data on international surveys.

¹⁹ Dibbets, A, Sano, H-O, Zwamborn, M Indicators in the field of democracy and human rights: mapping of existing approaches and proposals in view of Sida's policy. Copenhagen/Utrecht: April 2010 (report to Sida).

²⁰ <http://www.weforum.org/pdf/gendergap/report2009.pdf>

²¹ http://hdr.undp.org/en/media/HDR_2009_EN_Table_K.pdf

Geographic scope and data availability: 93 countries worldwide. Data available annually since 1995.

User friendliness: Tables easy to read. It is possible to see disaggregated data for underlying indicators which assists in identifying reasons for eventual change over time.

Relevance to Sida's sub-sectors: The index proposes to measure the extent to which women and men are able to actively participate in economic and political life and take part in decision-making, and is thus relevant for Sida. The score is calculated from seats in parliament held by women, female legislators, senior officials and managers, female professional and technical workers, ration of estimated female to male earned income.

Validity and credibility: See discussion of CIRI Human Rights Database above.

2.2.4 Gender-related Development Index (GDI)²²

Data collected by: UNDP

Type of measurement: One index compiled from indicators derived from data on international surveys.

Geographic scope and data availability: 157 countries. Data available annually since 1995.

User friendliness: Tables easy to read. It is possible to see disaggregated data for underlying indicators which assists in identifying reasons for eventual change over time.

Relevance to Sida's sub-sectors: The index proposes to measure inequality in achievement between women and men through calculating a score from life expectancy at birth, adult literacy rate, combined gross enrolment ration for primary, secondary and tertiary education and estimated earned income.

Validity and credibility: See discussion of CIRI Human Rights Database above.

²² http://hdr.undp.org/en/media/HDR_2009_EN_Table_J.pdf

3. National level Indicators Measuring Aid Effectiveness and Gender Equality

Aid effectiveness variables	Indicators of application to gender
Ownership	National gender action plans including UNSCR 1325 integrated into PRS process
	The development strategy adequately addresses gender equality and women's empowerment (GENDERNET ²³)
Alignment	Gender activities funded through own program
Harmonization	Gender equality included in PBA, direct budget support, SWAps and basket funding
Managing for results	Gender statistics are collected to track outcomes, gender indicators included in Performance Assessment Framework (cat 1 countries)
	The performance assessment framework addresses gender equality (GENDERNET)
Mutual accountability	The government is held accountable for gender equality activities by CSOs
	Mutual accountability for gender equality and women's empowerment (GENDERNET)

²³ The DAC Network on Gender Equity (GENDERNET) has developed 3 indicators for proposal to national coordinators as “optional” additions to the existing Paris Declaration monitoring survey at the country level. Currently, there is no reporting on these indicators.

4. Indicators by Sector

Education				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Attitudes towards girls attending primary, secondary and tertiary levels of school.	National surveys	Ratio of girls to boys at primary, secondary and tertiary school level (MDG4)	UNStats
			Primary, secondary and tertiary enrolment rates ²⁴ for girls and boys	GenderStats
WEE	Pedagogical methods addressing/expanding girls/boys options to “grow” and develop personal agency outside traditional norms developed.	National school curricula (yes/no)	% of pupils starting grade 1 who reach last grade of primary school, girls and boys (MDG2)	UNStats
			Female/male ratio in completion rates at secondary and tertiary school level	National statistics
			Expected years of schooling	GenderStats
			Numbers of males and females out of school	GenderStats
WEE	VET has budget line in national level budget	National education sector budget	Adult literacy rates	GenderStats
			Literacy rates of 15–24 year olds, both sexes (MDG2)	UNStats
			% of women in wage employment in the non-agricultural sector (MDG3)	UNStats
			% men and women wage and salary workers	GenderStats
			Employment in the informal sector	ILO Conditions of Work and Employment Database
Employment by sector: agriculture, industry, or services	ILO Conditions of Work and Employment Database			

²⁴ Important to collect information on both rates (the proportion of the school age population enrolled in school) and female/male ratios (the proportion of females compared to males enrolled in school). For example, the Afghanistan secondary school female and male enrollment rates are 9% and 28%. The female/male ratio is 32.9.

Education				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
SRHR	Inclusion of comprehensive sexuality education in school curricula for teachers/students	Ministry of Education	% of women and men aged 15–24 who both correctly identify ways of preventing the sexual transmission of HIV and who reject major misconceptions about HIV transmission (MDG6)	UNStats
SRHR	% of teachers trained in teaching sexuality education	Ministry of Education	% of women and men aged 15–49 who had more than one sexual partner in the past 12 months reporting use of a condom during their last sexual intercourse (MDG6)	UNStats
SRHR	% of students who receive sexuality education in school	Ministry of Education		
Women's security	Prevention of all forms of Gender Based Violence (GBV) integrated in the entire curriculum nationally	National school curricula		
Women's security	Existence of a national policy on GBV in (and to and from) schools that specifically addresses the risks to girls, boys and young women and men	Data collection likely needed	GBV prevalence in school children	
Women's security	Annual national campaigns addressing all forms of GBV	Data collection likely needed		
Women's security	Development and delivery of a core curriculum, adapted by professions on all forms of GBV for police, law, social work, psychologists, health professionals, teachers	Data collection likely needed		
Women's security	Number of professionals provided with training of at least 2 days on any form of GBV in the past 12 months	Data collection likely needed		
Women's security	Ministry of Education has policy on prevention of sexual harassment	MoE policy document		
Health				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	% of needed care available for elderly, disabled and HIV infected	Data collection likely needed	Male/female rates of unpaid work caring for members of the family	National Time use survey or UNECE (Europe, Central Asia and North America)
WPP	Women's organizations involved in national health strategic plan process			

Health				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WPP	Women in decision-making positions in health system			
SRHR	% of individuals aged 15–24 accessing SRHR or HIV/AIDS education sessions outside of school	Data collection likely needed	% of women and men aged 15–24 who both correctly identify ways of preventing the sexual transmission of HIV and who reject major misconceptions about HIV transmission (MDG6)	UNStats
	% of men and women aged 25–49 accessing SRHR or HIV/AIDS education sessions	Data collection likely needed	% of women and men aged 15–49 who had more than one sexual partner in the past 12 months reporting use of a condom during their last sexual intercourse (MDG6)	UNStats
	% of individuals aged 15–24 accessing SRHR or HIV/AIDS education sessions outside of school	Data collection likely needed		
	Contraceptive prevalence rate for women aged 15–49 (MDG5)	UNStats	Unmet need for family planning (MDG5)	UNStats
	Contraceptive prevalence rate for girls 15–19	DHS	Adolescent birth rate (MDG5)	UNStats
	Personnel trained in midwifery skills (WHO/ICM standard) working at primary health level in urban/rural areas	National stats	Abortion-related deaths	Data collection likely needed
	Antenatal care coverage (proportion of pregnant women who have carried out at least 4 prenatal visits) (MDG5)	UNStats	Maternal mortality ratio (MDG5)	UNStats
SRHR	Availability of the morning-after pill in clinics	Data collection likely needed	Post-abortion complications	GenderStats
SRHR	Availability of contraceptive methods in rural/urban clinics	National stats		
SRHR	% of births attended by a skilled midwife (MDG5)	UNStats		
SRHR	Presence of an action plan to reduce unwanted pregnancy and unsafe abortions	GenderStats		
SRHR	SRHR including maternal health included in national development and health plans	PRSP and national health plan		
SRHR	Costed plans that include SRHR including maternal health exist and are implemented			

Health				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
Women's security	A funded line item exists in the ministry of Health's budget to address GBV	National budget		
Democracy, Human rights and Gender equality				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Men and women have equal inheritance rights over moveable and immoveable property	Women, Business and the Law		
WEE	Men and women have equal property rights over moveable and immoveable property	Women, Business and the Law		
WEE	Women's access to land (index) ²⁵	Gender, Institutions and Development database	Proportion of land titles owned or co-owned by women	
			Number of cases related to the right to inherit reported, tried and awarded women	NaNational statistics
	Women's access to property other than land (index) ²⁶	Gender, Institutions and Development database	% property mortgaged, male/female	National statistics
WPP	% of electable women in political parties	National election boards		
WPP	% of candidates on ballots in local, regional and national elections who are women	ECLAC (LAC region)		
WPP	% of national parliament members who are women (MDG3)	UNStats		
WPP	% of local government leaders who are women	ECLAC (LAC region)		
WPP	Ratio of women to men in local decision-making structures	Data collection likely needed		
WPP	Female legislators, senior officials and managers (as % of total)	Gender, Institutions and Development database		
SRHR	Law providing the right to abortion	Annual review of population law	Post-abortion complications	GenderStats
			Abortion-related deaths	Data collection likely needed

²⁵ Measures women's right and de facto access to agricultural land.

²⁶ Measures women's right and de facto access to other types of property, especially immovable property.

Democracy, Human rights and Gender equality				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
SRHR	Law allowing free expression of sexuality or absence of law prohibiting homosexuality	Data collection likely needed	# individuals tried/jailed for sexual preference	Data collection likely needed
SRHR	Law providing the right to use contraception	Annual review of population law	Unmet need for contraception (MDG5)	UNStats
SRHR	Law providing the right for adolescents to use contraception	Annual review of population law	Rate of unintended pregnancies for adolescents (15–19)	DHS
SRHR	Law providing the right to advertise and sell contraceptives, including condoms	Annual review of population law		
Women's security	There is a state entity/national machinery with resources to implement an action plan on all forms of violence against women as a key strategy in gender equality	Data collection likely needed	Rate of sexual violence against girls/women whose aggressor is their partner	ECLAC (LAC region)
Women's security	The state entity has resources to implement an action plan on GBV and UNSCR 1325 and 1820	Data collection likely needed	Emotional violence against women by a partner	ECLAC (LAC region)
Women's security	There is inter-ministerial coordination on GBV policy, including high-level leads across ministries	Data collection likely needed		
Women's security	There is a national women's machinery to implement policy on gender equality	Data collection likely needed		
Women's security	There is a Ministerial or Government action plan on GBV	Data collection likely needed		
Women's security	The plan has sufficient resources	Data collection likely needed		
Women's security	The plan covers all forms of violence with an explicit gender analysis	Data collection likely needed		
Women's security	The plan is monitored by an independent external oversight body with specific violence against women mandate	Data collection likely needed		
Women's security	The plan has clear time frames and targets	Data collection likely needed		
Women's security	Ratification of CEDAW ²⁷	CEDAW		
Women's security	Ratification of relevant regional conventions relating to gender equality			

²⁷ Indicating which level of ratification (without reservations, optional protocol, few reservations, significant reservations contrary to the object and purpose of the convention, still to be ratified).

Democracy, Human rights and Gender equality				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
Women's security	Law prohibiting sexual harassment and stalking	Gender Law Library		
Women's security	Law outlawing domestic violence put into place	Annual review of population law		
Women's security	Laws protecting confidentiality of minors	Annual review of population law		
Women's security	Laws on sexual exploitation of minors	Annual review of population law		
Women's security	Law prohibiting child marriage	Annual review of population law	% of girls between the ages of 15 and 19 who are married, divorced or widowed	Gender, Institutions and Development database
Women's security	Laws protecting women's rights within marriage	Gender Law Library	% of married women experiencing IPV	
Women's security	Law prohibiting female genital cutting (FGC)	Annual review of population law	% of women who have experienced FGC	Gender, Institutions and Development database
Conflict, Peace and Security ²⁸				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Number and percentage of women and girls receiving benefits through reparation programmes, and types of benefits received (UN 1325) ²⁹	Data collection likely needed		
	Proportion of women/men in emergency reconstruction and rehabilitation work, as beneficiaries, as implementers, as decision-makers, or in planning	Data collection likely needed		
	Number and percentage of female ex-combatants, women and girls associated with armed forces or groups that receive benefits from disarmament, demobilization and reintegration programmes. (UN 1325)			

²⁸ The Council of the European Union has established indicators for the Comprehensive approach to the EU implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security (see http://www.consilium.europa.eu/ueDocs/cms_Data/docs/hr/news272.pdf). These indicators are not listed here however, as they are concerned with EU activities and are thus not relevant for country teams. They are also output-level indicators.

²⁹ The indicators marked "UN 1325" originate from a Report of the Secretary-General of the United Nations Security Council on Women and peace and security (see <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N10/305/16/PDF/N1030516.pdf?OpenElement>). These indicators have been suggested by the UN as means of tracking progress towards the fulfillment of UN Resolution 1325. The UN categorizes these variables as outputs or outcomes. However, as noted in the introductory comments to these tables, Sida country teams may consider some UN outputs as outcomes given that they will likely not be achieved as solely the result of Sida's efforts. Therefore, we have listed all as outcomes.

Conflict, Peace and Security				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Proportion of women/men employed in NGOs and civil service at all levels	Data collection likely needed		
	Provisions for equal rights to ownership/inheritance of property ensured in new constitution and legislation (land laws and inheritance laws, family laws)	Women, Business and the Law		
	Women as a percentage of the adults employed in early economic recovery programmes (UN 1325)			
	Proportion of the allocated and disbursed funding to civil society organizations, including women's groups, that is spent on gender issues in conflict-affected countries (UN 1325)			
WPP	Inclusion of representatives of women's and civil society organizations in the governance and leadership of human rights bodies (UN 1325)			
	Proportion of women in the Constituent Assembly, constitution drafting committees and popular consultations	Data collection likely needed		
	Proportion of women/men in political candidate lists (including in winnable positions)	Data collection likely needed		
	Level of participation of women in formal peace negotiations (i.e. number of female mediators and negotiators) (UN 1325)	Data collection likely needed		
	Presence of women in a formal observer or consultative status at the beginning and the end of peace negotiations (UN 1325)			
	Number and proportion of women in decision-making roles in relevant regional organizations involved in preventing conflict (UN 1325)			

Conflict, Peace and Security				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WPP	Level of women's participation in the justice and security sector in conflict-affected countries (i.e. % of women in military, armed and security services and % of women in police) (UN 1325)			
	Gender equality included in peace agreements such as No and % of peace agreements with provision to improve security and status of women	Final peace agreement		
SRHR	Personnel trained in midwifery skills (WHO/ICM standard) working at primary health level in urban/rural areas	National stats	Post-abortion complications	GenderStats
	Availability of the morning-after pill in clinics	Data collection likely needed	Abortion-related deaths	Data collection likely needed
	Availability of contraceptive methods in rural/urban clinics		Unmet need for contraception (MDG5)	UNStats
			Maternal mortality rates (MDG5)	UNStats
SRHR	% of births attended by a skilled midwife (MDG5)	UNStats	Rates of reports of all forms of violence against women	Data from criminal justice system
Women's security	Violence as a form of gender persecution being considered grounds for asylum claims			
	Law outlawing sexual exploitation and domestic servitude put into place	Annual review of population law	Incidence of sexual violence in conflict-affected countries (UN 1325)	
	Violence against women (index) ³⁰	Gender, Institutions and Development database	Proportion of women who have experienced grave violence in the last 12 months	National surveys
	Law outlawing rape, including marital rape, put into place	Annual review of population law	Number of men convicted of rape and attempted rape	UNECE (Europe, Central Asia and North America)
	Tolerance of violence against women	National surveys	Proportion of female deaths due to femicide	National death statistics ECLAC (LAC region)
			Rates of prosecution and conviction of all forms of violence against women	Data from criminal justice system

³⁰ Measures the existence of women's legal protection against violent attacks such as rape, assault and sexual harassment

Conflict, Peace and Security				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
Women's security	Existence of standard procedures on how to identify and prosecute traffickers	National legislation, data collection likely needed	Physical violence against women by age and type of aggression	ECLAC (LAC region)
	Existence of victim-sensitive procedures and guidelines to be used by law enforcement officials and service providers	Data collection likely needed		
	Proportion of sexual violence cases in refugee/IDP camps (committed by other IDPs, refugees or humanitarian staff)	Data collection likely needed	Number of women/girls/boys reporting sexual violence per 10,000 population in the conflict/emergency area	Data collection likely needed
	Percentage of reported cases of sexual exploitation and abuse allegedly perpetrated by uniformed and civilian peacekeepers and humanitarian workers that are referred, investigated and acted upon (UN 1325)	Data collection likely needed		

Market Development				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Women's access to bank loans (index) ³¹	Gender, Institutions and Development database	Proportion of male and female-owned registered companies	ILO Conditions of Work and Employment Database
	Number of women /men ratio of entrepreneurship programs	Data collection likely needed	% of women with wage employment in the non-agricultural sector (MDG3)	UNStats
	Availability and access to micro finance for men and women	Data collection likely needed		
WEE	Numbers of women business organizations	Data collection likely needed		
	% of female members in regular business organizations and chamber of commerce	Gender, Institutions and Development database		
	Equal rights for men and women for entrepreneurial activity	Gender Law Library		
	Equal right to access to funds that are allocated for the stimulation of business and self-employment	Gender Law Library		

³¹ Measures women's right and de facto access to bank loans; even though women generally have the legal right to obtain credit, they frequently face restrictions as banks may ask the written permission of a woman's husband or require land a collateral which women are frequently deprived of.

Market Development				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Right to select a job according to ones skills and interest	Gender Law Library		
Women's security	Existence of legislation on worker's rights (especially related to sexual harassment and exploitation)	National legislation		
	No of reported cases of sexual harassment and exploitation related to workplace	Statistics from courts		
	Awareness in decision makers about the cost of GBV (e.g. in loss of work days and tax revenues) and its influence on productivity	Data collection likely needed		
WPP	Proportion of women/men in leadership positions in private companies	Data collection likely needed		
WPP	Female professional and technical workers (as % of total)	Gender, Institutions and Development database		

Sustainable Infrastructure and Services: ³²				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	% of children 3–6 years in affordable childcare arrangements (for UNECE: enrolment rates of children under 3 yrs)	UNECE (Europe, Central Asia and North America)	Labour force participation rate male and female	GenderStats
	% of school age children in after school programs	GenderStats	Employment rate for women with children under compulsory school age (ratio to the rate of all women aged 20–49)	ILO Bulletin of Labour statistics
	# weeks of maternity or parental leave	GenderStats	Ratio of male to female earned income	Gender, Institutions and Development database
	Maternity/parental leave benefits (% of wages in covered period)	GenderStats OECD Employment Outlook	Time-related underemployment rate for women and men ³³	ILO Key Indicators of the Labour Market
	% of needed Care available for elderly, disabled and HIV infected	Data collection likely needed	Male/female rates of unpaid work caring for members of the family	National Time use survey or UNECE (Europe, Central Asia and North America)

³² Focus on water and energy.

³³ Underemployment reflects underutilization of the productive capacity of the labour force. Time-related underemployment, as the only component of underemployment, to date, that has been agreed on and properly defined within the international community of labour statisticians, is, therefore, the best available proxy of the underutilized labour force. The indicator includes two measures – time-related underemployment as a percentage of the labour force, and as a percentage of total employment

Sustainable Infrastructure and Services:				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Law recognizing women's rights for similar remuneration for equal work	Gender Law Library		
	Law establishing the necessity of workplace-based child care	Women, Business and the Law		
	Law recognizing the right for men and women to take parental leave without losing one's job	Women, Business and the Law		
	% of households using solid fuels for cooking		Incidence of chronic obstructive pulmonary disorder (COPD)	
	Laws providing for paid parental leave	Women, Business and the Law		
	Law recognizing women's right to take a work break to breastfeed	Women, Business and the Law		
	Hours per day (or year) women and men spend fetching water and collecting fuel	National Time use survey		
	Law recognizing the right of women to register a company in one's own name without co-signature of husband	Gender Law Library		
	Law recognizing the right of both women and men to open a bank account in one's own name	Gender Law Library		
	Law recognizing the freedom to dispose of one's own income	Gender Law Library		
	Law prohibiting employment discrimination based on pregnancy status	Gender Law Library		
WPP	Existence of national action plan for gender and energy	Ministry of Energy		
WPP	Existence of national action plan for gender and water	Ministry of Water		
SRHR	Presence of an action plan to reduce unwanted pregnancy and unsafe abortions	GenderStats	Unmet need for contraception (MDG5)	UNStats
SRHR	SRHR including maternal health included in national development and health plans	PRSP and national health plan	Maternal mortality rates (MDG5)	UNStats

Sustainable Infrastructure and Services:				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
SRHR	Costed plans that include SRHR including maternal health exist and are implemented			
Women's security	Existence of support services for victims of GBV(i.e. helpline, shelters, counseling services, self-defense class)	Data collection likely needed		
	Emergency contraception available	Data collection likely needed		
	Access to treatment for immediate injuries due to GBV	Data collection likely needed		
	Existence of a protocol to care for and refer GBV at all levels of the health system	National health protocols		
	HIV post-exposure prophylaxis available	Data collection likely needed		
	Safe abortion after rape available	Data collection likely needed		
	Safe out- and in-patient provisions for victim-survivors with mental health problems	Data collection likely needed		
	Proportion of residential facilities (for disabled, prisons, children's homes) that have policies on violence against women	Data collection likely needed		
	Protection and support to enable victims to give their best evidence in court	Data collection likely needed		
	Surveillance systems that collect data on GBV exist	National health statistics		
	Data collected by national violence surveillance systems are analyzed and disseminated regularly	Data collection likely needed		
	National health policy addresses GBV	Data collection likely needed		
Policies, laws or regulations that require service providers to care for and/or refer GBV survivors	National health policy			

Sustainable Infrastructure and Services:				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
Women's security	Civil servants in all relevant sectors trained in GBV (e.g. health workers, police, legal workers)	Data collection likely needed	Attended GBV survivors	
	Coordinated response system in place for GBV (health, police, legal workers)	Data collection likely needed		

Agriculture and Forestry ³⁴				
Focal area	Outcome indicators	Data source	Impact indicators	Data source
WEE	Financing systems available for women in agriculture	Data collection likely needed	Number of female-owned agri-businesses of farm and on farm product/businesses	Data collection likely needed
	Numbers of female/male extension workers	Data collection likely needed	Proportion of women growing and selling crops that have high income-generating potential	Data collection likely needed
	Proportion of extension services that go to crops primarily produced by women	Data collection likely needed		
	% of female farmers land/crops included in irrigation programs	Data collection likely needed		
	% of government provision of seed and fertilizer reaching women	Data collection likely needed		
	Existence of de facto or de jure discriminating legislation related to access to economic resources such as land, property and IP	Data collection likely needed on legal framework	Equal access to economic resources	Data collection likely needed
WPP	% of women on rural development committees	Data collection likely needed		
	% of women members in farmers associations	Data collection likely needed		
	% women/men students in agriculture and forestry	Data collection likely need		

34 Focus on agriculture.

5. Indices

Name of index ³⁵	Number of indices	Dimensions/variables included
CIRI Human Rights Data	3	Women's economic rights, Women's political rights, Women's social rights
Gender Empowerment Measure	1	Political participation and decision-making, economic participation and decision-making, power over economic resources
Gender-related Development Index	1	Life expectancy at birth, adult literacy rate, combined gross enrolment ration for primary, secondary and tertiary education, estimated earned income. Data presented for males and females.
Global Gender Gap Index	1	Economic participation and opportunity, political empowerment, educational attainment, and health and well-being

³⁵ Indices are compilations of several questions into one concept that is then scored.



Sida works according to directives of the Swedish Parliament and Government to reduce poverty in the world, a task that requires cooperation and persistence. Through development cooperation, Sweden assists countries in Africa, Asia, Europe and Latin America. Each country is responsible for its own development. Sida provides resources and develops knowledge, skills and expertise. This increases the world's prosperity.



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