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**Operational Guidelines for the Implementation of
The Outcome and Way Forward of the Decade Review of the Beijing Platform for Action:
The Follow-up Strategy on Beijing + 10**

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**Operational Guidelines for the Implementation of
The Outcome and Way Forward of the Decade Review of the Beijing Platform for Action:
The Follow-up Strategy on Beijing + 10**

1. Background

Ten years after the adoption of the Beijing Platform for Action (BPFA) for gender equality and the advancement of women in 1995, member States of the United Nations conducted a review of progress made in the implementation of the BPFA and the achievement of its objectives. In Africa, that review was carried out in 2004 at the national, subregional and regional levels. Country performances were reviewed from a subregional perspective as countries met to discuss their achievements, the obstacles encountered and to set priorities for the next 10 years as they pursued the goal of gender equality for sustainable development. The review process culminated in the Seventh African Regional Conference on Women held in Addis Ababa in October 2004. Stakeholders from government, civil society, the private sector, bilateral and multilateral partners and United Nations agencies met to consolidate the results of the national and subregional reviews and to define what African priorities would be in the post-Beijing era. The Conference ended by endorsing the *Outcome and Way Forward* document, which outlined Africa's achievements in the past decade, continuing emerging challenges. Most importantly, the document recognized the continued relevance of the BPFA to accelerate the achievement of gender equality and outlined a set of strategic interventions that should be undertaken within the next decade to this end. *The Outcome and Way Forward* therefore captures Africa's priorities for the next decade and points out what actions should be undertaken to hasten the achievement of gender equality. The document was endorsed by the African Union at its Summit in January 2005 in Abuja, Nigeria and subsequently submitted as Africa's input into the global review (Beijing + 10) conducted within the framework of the 49th session of the Commission on the Status of Women held in February/March 2005 in New York.

2. The Follow-up Strategy on Beijing + 10

In its capacity as the United Nations organization mandated to promote regional implementation of international policy instruments and conventions emanating from the United Nations, Economic Commission for Africa (ECA) set out to facilitate the implementation of the *Outcome and Way Forward* by developing **the Follow-up Strategy on Beijing + 10**. Drawing from the *Outcome and Way Forward*, the **Strategy** puts into focus the gender issues from the 12 critical areas of concern of the BPFA, some emerging issues, what was achieved in those areas over the last decade, the challenges encountered, what still remains to be done and what strategic interventions should be taken to secure positive results in mainstreaming gender in all the sectors.

The Follow-up Strategy on Beijing + 10 also emphasize on the importance of having effective institutional mechanisms for gender mainstreaming in all sectors for development. In particular, it stresses the imperative of having an explicit gender policy to guide plans of action in the various lead sectors that have the responsibility for implementing the **Strategy**, the time frame within which set objectives should be achieved and the obligation to make available the necessary resources and technical capacity for implementing planned programmes. The need for an effective coordination mechanism is also addressed so that the responsible development sectors do not duplicate their efforts nor work at cross-purposes and thereby waste valuable resources. Accountability mechanisms are also built into the **Strategy** as a way of ensuring that those with the responsibility to implement plans of action are held accountable. Mechanisms for monitoring and

evaluating progress made in the implementation process also form part of the institutional arrangements to keep the implementation of the plans of action on course and ensure that time and other resources are available and are being deployed as planned. Regular reports from the monitoring and evaluation exercises should be submitted regularly to the ECA Committee on Women and Development, which bears oversight responsibility for the implementation process. The **Strategy** finally stresses the need for stakeholders, some of whom become key partners, to be associated in the implementation exercise from the planning stage all the way to the evaluation of the results.

The Follow-up Strategy on Beijing + 10 was reviewed by the ECA Committee on Women and Development in October 2005 in Dakar, Senegal and adopted as a guide to the implementation of the *Outcome and Way Forward*.

3. Implementation of the Follow-up Strategy on Beijing + 10

a) Training Workshops on the Follow-up Strategy on Beijing + 10

All countries in the Africa Region are expected to draw up plans of action for the implementation of the *Outcome and Way Forward* that they endorsed in October 2004 and in January 2005. To assist each country to plan how it will go about the implementation process, ECA will organize Subregional Training Workshops on the **Follow-up Strategy on Beijing + 10**.

i. Objectives

The objectives of the Training Workshops will be:

- To familiarize member States with the **Follow-up Strategy on Beijing +10**;
- To assist member States to develop national action plans to implement the *Outcome and Way Forward* according to the **Follow-up Strategy on Beijing +10**.

ii. Participants

The Subregional workshops will comprise the following groups of people:

- Senior policy makers (officials) (Directors or Permanent Secretaries) from the Ministries in charge of Gender/ Women's Affairs;
- Senior policy makers (officials) (Directors or Permanent Secretaries) from the Ministries of Agriculture, Health, Trade or Commerce, as well as Planning/Finance.

iii. Expected Outcomes

The Subregional training workshops are expected to achieve the following:

- Familiarize member States with the **Follow-up Strategy** for implementing, monitoring and evaluating progress in the implementation of the *Outcome and Way Forward* of the Seventh African Regional Conference on Beijing +10;
- Assist member States to develop an action plan (identify possible activities to undertake with defined actors, resources and a time line);

- Assist member States to identify key partners in the implementation of their national action plans;
- Assist member States to determine how they will monitor, evaluate and report progress.

iv. *Time Frame*

The Subregional Training Workshops will be conducted in 2006.

b) Implementation of the action plans at national level

Each of the sectors represented at the Training Workshops will have an action plan for the implementation of the *Outcome and Way Forward*. Each sector will therefore be responsible for implementing its action plan. It will also monitor and record the progress it is making once a year. Monitoring reports will be submitted to the Ministries in charge of gender/women's affairs once every two years for synthesis and submission to ECA. The Committee on Women and Development will then review them for whatever action it may deem appropriate. One option is to submit any pressing issues to either or both the ECA Conference of Ministers of Planning and Finance and the Summit of the African Union.

Evaluation of progress made will be undertaken at the end of four years in preparation for the mid-decade review of the Eight African Regional Conference on Women in keeping with the global rhythm of the United Nations.

ECA will continue to provide technical backstopping to the member States during the implementation phase.

Indicators for the Implementation of the *Outcome and Way Forward* of the Decade Review of the Beijing Platform for Action: The Follow-up Strategy on Beijing + 10

Guidelines for Data Collection

Introduction

The Beijing Platform for Action identified 12 critical areas, and for each of these, several indicators to gauge change and/or progress. This requires massive data. While it is not practicable to collect data for each indicator, some gender-disaggregated data are collected in some way or another by sector ministries in most countries. For instance, the Ministry of Health collects and records health statistics, while that of Labour collects and maintains labour statistics; the Ministry of Agriculture collects agriculture-related data; and the Ministry of Education collects education related statistics.

However, although data may be available to some degree, they are not in the format suitable for assessing gender mainstreaming and as such, they need to be compiled in a way suitable for this purpose. Therefore, a central body should collect the relevant data from the sector ministries and compile it in order to facilitate the assessment of gender mainstreaming in development.

Who should collect the data?

1. The Gender Units or Focal Points in the sector ministries should collect, compile and submit the data to the Ministries in charge of Women Affairs:

It is believed that most ECA member countries have established a Gender Unit or Focal Point in each sector ministry. These Units/individuals should be accountable to the Women's/Gender Affairs Ministries. The Gender Units should also be entrusted with the collection and compilation of gender related data for that sector ministry.

The Gender Units in each sector ministry should then pass the data to the Women/Gender Affairs Ministry. The latter Ministry should do further compilation and analysis of the data according to the suggested indicators and produce the report. The Women's/Gender Affairs Ministry, however, should be strengthened with a strong monitoring and evaluation department that is capable of undertaking this responsibility. This can be done by putting in place the requisite staff, resources and equipment.

2. Central Statistics Offices

In all ECA member countries, the bulk of statistical data for national population censuses, Demographic and Health Survey, Reproductive Health Survey, labour force surveys, agricultural surveys, and similar exercises are collected by the central statistical offices (CSO). Like sector ministries, a women's affairs unit/department can be put in place in the central bureau of Statistics and strengthened in terms of personnel, resources and equipment. This office can compile gender-related data collected by CSOs in the form of indicators. It can also obtain such

statistics from other sources (sector ministries). These data can then be compiled and indicators established for each of the BPPFA critical areas. On such bases, regular reports could be produced by this department/unit.

Guidelines for Data Analysis

Most of the indicators for each of the critical areas are in the form of numbers or percentages. The first step in the data analysis is, therefore, to convert the data for each indicator in the format described on the list of indicators for the critical areas.

Once the data are prepared, the next step is to determine what important points the data reveal, and to identify and explain the patterns or trends emerging. It is also important to determine how the data from the various sources compare and contrast.

This can be accomplished using descriptive statistics. The summary data can be presented in the form of tables, graphs or charts so that comparisons can be made and progress assessed. In what follows, the procedures for calculating each indicator are described.

Guidelines for Writing the Evaluation Report

Introduction

It is important that the evaluation report should describe the processes involved in the evaluation and the findings of the evaluation as well as problems encountered and lessons learned. The report should be written so as to convey information factually, briefly, and clearly. Clarity can be achieved by subdividing the report into headed sections each with a definite part to play. Thus, the evaluation report should have at least the following parts:

- ❖ Executive Summary
- ❖ Introduction
 - Background and goals
 - Evaluation issues and methodology
 - Organization of the report
- ❖ Findings
- ❖ Conclusions
- ❖ Appendices

There is no single "best" way to present a report. However, one particular form should be adhered to. The structure suggested here is appropriate to any technical report, but may be modified. In what follows, the purpose of each section is explained..

1. Executive Summary

This part of the report should present a summary of the report. It lets the reader know the subject of the report. It should state the purpose of the evaluation, what evaluation method was used, including the sources of information data for the evaluation, how the data were analyzed

and what the key findings are. As the report may be long and policy makers may not have the time to read the whole report, the executive summary should summarize the whole report briefly and should not exceed four to five pages.

2. Introduction

The introduction section of the report should outline the history of gender mainstreaming in national development relative to the Beijing Platform for Action and, the *Outcome and Way Forward* on Beijing + 10.

The introduction section should also state the purpose of the evaluation, the methodology used for the evaluation including sources of data, methods of data collection and analysis. It should also guide the reader about telling how the report is organized.

3. Findings

This section is the core of the report and it may be written, with as much detail as is required for the reader to understand everything that was done. Appendices are generated during the writing of the core of the report. As this is the main part of the report, it should describe in detail, the findings and the type of analysis conducted to arrive at specific conclusions. The findings for each critical area should be presented separately, thus, 12 subsections according to the 12 critical areas of the Beijing Platform for Action.

The subsection for each critical area has a number of indicators. These should be included in the discussion. As most of the analysis is based on figures and tables, these should be numbered according to their section and placed as close as possible to the text, which refers to them. Diagrammes should be numbered separately from tables as Fig 3.1, Fig 3.2, etc and Table 3.1, Table 3.2, etc.

The findings for each indicator should be supported by graphs or charts and tables. The discussion should point out clearly if there are changes recorded. The reasons for the observed changes should also be indicated and if no change is recorded, an attempt should be made to suggest why.

4. Conclusion

The conclusion, which is a condensed version of the previous sections, will then wind up the report, by stating concisely the most important aspects of the results and discussion. The conclusions are not new material. They are simply a condensed form of the earlier sections. Ideally, someone who wishes to become familiar with the evaluation work without knowing the full detail should be able to do so by reading only the introduction and the conclusions. It should, therefore, be closely related to the purpose of the evaluation and indicate the lessons learned and problems encountered. It should also provide recommendations for improvement.

5. Appendices

If there is information that is not of immediate use to the reader, or for some other reason difficult to incorporate in the body of the report, then it should be consigned to an appendix. Typical appendices are:

- ❖ References (always the first appendix) Materials used in the report including source of data and other references that are cited /used in the text should be put in this section;
- ❖ Long mathematical derivations;
- ❖ Large tables;
- ❖ Data collection instruments used.

INDICATORS OF IMPLEMENTATION OF THE FOLLOW-UP STRATEGY ON BEIJING + 10

CRITICAL AREA I: WOMEN AND THE ECONOMY

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
1.1 Take steps to enhance the gender-analytic capacity of macroeconomists at all levels and in all institutions so as to redefine concepts, approaches and methodology that underpin the generation and collection of data.	1.1.1 Increase the gender analysis capacity of macroeconomists.	1.1.1 Number of macroeconomists trained in gender analysis as a percentage of all macroeconomists in the latest year minus same for previous year.	1.1.1 Ministries of planning, ministries of finance.	Collect information on number of macroeconomists trained on gender analysis of macroeconomic data by sex and compute percentage trained on yearly basis. Compare the annual percentages to see change over time.
1.2 Develop technical capacity and tools for further advancing of the inclusion of women's unpaid work into the systems of national accounts.	1.2.1 Contribution made by family economics to GDP.	1.2.1 a) value of unpaid work carried out by women for their households divided by GDP, times 100. b) Value of unpaid work carried out by men for their households divided by GDP, times 100.	1.2.1 Ministries of Planning, National Accounts Department.	Collect information on the value of unpaid work carried out by women for their households and express it as a percentage of GDP. Collect information on the value of unpaid work carried out by men for their households on yearly basis and express it as a percentage of GDP. Compare the two figures over time. Graphs or charts can be used.
	1.2.2 Differential indicator of total workload by sex.	1.2.2 Hours spent by men each week (or days or months) on paid and unpaid work minus hours spent by women each week (or days or months) on paid and unpaid work, in households where both partners are present.	1.2.2 Time use surveys.	1.2.2 Conduct regular household time use surveys and find out how many hours each sex spends on both types of work (paid work and unpaid household work).(see ACGD Easy Reference Guide). Compare the value by gender over time.
	1.2.4 Division of labour by sex	1.2.4 Percentage of men's total working time spent on domestic and household work minus percentage of women's total working time spent on domestic and household work.	1.2.4 Time use surveys	Same as above.

1.3 Mainstream gender analysis into economics and involve gender experts in the formulation of macroeconomic policies, so that economic policies support women's paid activities in the subsistence and the care economies.	1.3.1 Presence of female and male experts in the official body dealing with the formulation of macroeconomic policies.	1.3.1 Appointment of female and male gender experts in the highest-level body formulating macroeconomic policies.	1.3.1 Ministries of planning and finance. Women's Affairs Offices.	1.3.1 Obtain proportion of women in the highest-level body formulating macroeconomic policies and compare the result over time. Graphs or charts can be prepared.
1.4 Develop and implement national programmes that create opportunities for decent jobs and working conditions for women and men.	1.4.1. Legal measures enacted.	1.4.1 Enumeration of laws sent to parliament, and enacted by year of enactment, on equal pay and against labour discrimination on the basis of sex.	1.4.1 Ministries of labour or their equivalent; offices of women's affairs.	1.4.1 Identify, list and examine laws sent to parliament, and laws enacted by year of enactment, on equal pay and against labour discrimination for reasons of sex.
	1.4.2 Gender wage differences.	1.4.2 Average remuneration per female wage earner, divided by average remuneration per male wage earner multiplied by 100.	1.4.2 Population censuses, household surveys, labour force surveys.	1.4.2 Obtain average remuneration per wage earner by sex from census, household or labour force surveys. Divide average remuneration per female wage earner by average remuneration by male wage earner and multiply by 100. Examine trend over time using graphs or tables

CRITICAL AREA II: WOMEN AND POVERTY

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
2.1 Mainstream gender concerns into poverty reduction strategies.	21.1 Gender gap in ownership of agricultural land.	2.1.1 Percentage of all farms individually owned that are owned by women.	2.1.1 Agricultural surveys or censuses.	2.1.1 Obtain the percentage of all farmland owned by individuals and the proportion owned by women from agricultural surveys or censuses. Examine trend over time using graphs or charts.
	2.1.2 Gap by sex in the distribution of technical assistance to small farmers.	2.1.2 a) Female small-scale farmers that have received technical assistance from official bodies as percentage of estimated total number of women in this situation, minus male small-scale farmers that have received technical assistance as percentage of estimated total number of men in this situation. b) Ratio of females in agriculture who are recipients of agricultural extension services to males in agriculture receiving same.	2.1.2 Official agricultural extension services, national estimates of numbers of small farmers by sex. Agricultural surveys. Ministry of Agriculture or national statistical offices/bureau.	2.1.2 a) Obtain total number of male and female small-scale farmers who are in need of technical assistance from agricultural surveys or censuses. Determine number of male and female small-scale farmers who have received technical assistance from official bodies, agricultural surveys or censuses. Calculate percentage of women who have received technical assistance as a percentage of total women who need such assistance. Calculate percentage of men who have received technical assistance as a percentage of total men who need such assistance. Calculate the difference in percentages between men and women. Assess the trend over time using tables or charts/graphs. b) Calculate the ratio of females to males in agriculture who are recipients of agricultural extension services from ministry of agriculture or national statistics offices. Assess the trend over time to see change.

	2.1.3 Business ownership by sex.	2.1.3a) Percentage of women employers in three sizes of business: less than 5, 5 to 9, and 10 and above employees. b) Percentage of men employers in three sizes of business: less than 5, 5 to 9, and 10 and above employees.	2.1.3 Labour force surveys.	2.1.3 Obtain percentage of employers by sex in three sizes of business: less than 5; 5 to 9; and 10 plus employees from labour force surveys. Examine trend over time to measure changes.
	2.1.4 Female employers' job creation capacity.	2.1.4 Number of wage-earning employees in business run by women divided by number of wage-earning employees in business run by men, multiplied by 100.	2.1.4 Employment surveys.	2.1.4 Obtain number of wage-earning employees in businesses run separately by men and women from labour force surveys. Divide the number of wage earning employees in enterprises run by women by that of men. Compare trend over time using graphs or charts.
2.2 Identify constraints on poverty eradication.	2.2.1 Access to credit by sex.	2.2.1 a) Sum total of credit granted to female owners of small enterprises as percentage of all credit granted to small enterprise owners of both sexes. b) Average amount of credit granted to female owners of small enterprises divided by average amount of credit granted to male owners of small enterprises. c) Ratio of females in farming households with access to agricultural credit to males in similar households with access to agricultural credit.	2.2.1 Lending institutions, specific surveys. Ministry of agriculture Central statistical offices/ bureau.	2.2.1 Obtain total amount of credit granted to female owners of small enterprises as percentage of all credit granted to small enterprise owners of both sexes Obtain average amount of credit granted separately to female and male owners of small enterprises. Obtain difference between amount granted to females and males. Obtain ratio of females in farming households with access to agricultural credit to males in similar households with access to agricultural credit. Establish trend and compare over time.
	2.2.2 Access to jobs by sex.	2.2.2 Number of females employed in the most recent year divided by number of males employed in the same period times 100.	2.2.2 Ministries of labour statistics. Household surveys.	2.2.2 Obtain ratio of females employed in the most recent year to that of males employed in the same period and compare results for the preceding year.

2.3 Incorporate gender equality principles into all budgeting to ensure equitable resource allocation.	2.3.1 Budget allocated to female related public activities.	2.3.1 Percentage of total budget allocated to strictly women dominated activities minus percentage of total budget allocated to strictly male dominated activities.	2.3.1 Treasury inspector's office, ministries of finance or the like, Government departments.	2.3.1 Obtain percentage of total budget allocated to strictly women dominated activities minus percentage of total budget allocated to strictly male dominated activities on yearly basis. Compare results with previous years.
2.4 The processes of developing poverty reduction plans should be consultative, gender-sensitive and inclusive.	2.4.1 Female participation in national poverty reduction plans.	2.4.1 Percentage of women in national committees created for developing poverty reduction plans.	2.4.1 Ministries of planning and finance. Women affairs offices.	2.4.1 Obtain percentage of women in national committees created for developing poverty reduction plans. Compare the percentage with previous years.
2.5 Include women in training programmes on globalisation.	2.5.1 Training on globalization by sex.	2.5.1 Number of women trained on globalization as percentage of total trained in this area.	2.5.1 Women Affairs Offices. Ministries of planning. National NGOs. UN agencies.	2.5.1 Obtain number of women trained on globalization as percentage of total trained on this issue. Compare results with previous years.

CRITICAL AREA III: EDUCATION AND TRAINING

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
3.1 Address gender imbalances in education and training.	3.1.1 School attendance rate by sex and age group.	3.1.1a) Girls age 6 to13 attending educational establishments as a percentage of all girls age 6 to 13 . b) Boys age 6 to13 attending educational establishments as a percentage of all boys age 6 to 13 . c) Girls age 14 to 17 attending educational establishments as a percentage of all girls 14 to 17 years. d) Boys age from 14 to17 attending educational establishments as a percentage of all boys 14 to 17 years.	3.1.1 Population censuses and household surveys.	3.1.1 For different time points, a) Obtain number of children age 6 to13 by sex attending some educational establishment. b) Obtain total number of children age 6 to 13 . c) Obtain percentage of age 6 to13 attending some educational establishments for each sex. d) Obtain number of adolescents age 14 to 17 by sex attending some educational establishments e) Obtain total number of adolescents age 14 to 17. f) Obtain percentage of age 14 to 17 attending some educational establishments for each sex. Compare male and female percentages. Compare female educational participation over time.
	3.1.2 Gender differences in school attendance.	3.1.2 a) School attendance rate of girls age 6 to 13 minus school attendance rate of boys age 6 to 13. b) School attendance rate of girls age 14 to 17 minus school attendance rate of boys age 14 to 17.	3.1.2 Population censuses and household surveys.	3.1.2 a) From Censuses or surveys, obtain difference in school attendance rate of boys and girls age 6 to 13 . b) From Censuses or surveys, obtain difference in school attendance rate of girls and boys age 14 to 17. Compare results over time.

<p>3.2 Institutionalize and strengthen affirmative action measures including scholarships at all levels for female students; distance and non-formal education and literacy programmes for women; innovative and aggressive strategies to redress the under-representation of women and girls in the sciences, mathematics and technology-related disciplines and careers, including the promotion of science among children in general and young girls in particular.</p>	<p>3.2.1 Overall literacy rate by sex.</p>	<p>3.2.1 a) Literate females age 15 and over as a percentage of all females in the same age group.</p> <p>b) Literate males age 15 and over as a percentage of all males in the same age group.</p>	<p>3.2.1 Population censuses and household surveys. UNESCO Statistical Yearbook.</p>	<p>3.2.1 a) Obtain number of literate females age 15 and over and express it as a percentage of all females in the same age group.</p> <p>b) Obtain number of literate males and express it as a percentage of all males in the same age group.</p> <p>Compare male and female values. Compare female literacy over time using graphs, charts or tables.</p>
	<p>3.2.2 Gender differential in the overall literacy rate.</p>	<p>3.2.2 Female literacy rate minus male literacy rate.</p>	<p>3.2.2 Population censuses and household surveys.</p>	<p>3.2.2 Obtain difference between male and female literacy rates and compare results over time.</p>
	<p>3.2.3 Literacy of young people by sex.</p>	<p>3.2.3 a) Literate females age 15 to 24 as a percentage of all females in the same age group.</p> <p>b) Literate males age 15 to 24 as a percentage of all males in the same age group.</p>	<p>3.2.3 Population censuses and household surveys. UNESCO Statistical yearbook.</p>	<p>3.2.3 Obtain male and female youth literacy at different time points from censuses or surveys.</p> <p>Compare differences between male and female youth literacy using graphs or tables.</p>
	<p>3.2.4 Gender differential in the literacy rates of young people.</p>	<p>3.2.4 Literacy rate among females age 15 to 24 minus literacy rate among males age 15 to 24.</p>	<p>3.2.4 Population censuses and household surveys.</p>	<p>3.2.4 Compare differences between male and female youth literacy using graphs or tables</p>
	<p>3.2.5 Gender differential in tertiary enrolment.</p>	<p>3.2.5 Female enrolment in tertiary education institutions as a percentage of total enrolment in tertiary education institutions.</p>	<p>3.2.5 Statistics from educational records.</p>	<p>3.2.5 Obtain female and male enrolment in tertiary education.</p> <p>Compare male and female enrolment in tertiary education .</p>

	3.2.6 Access to tertiary education by study area and sex.	3.2.6 a) Women enrolled in “science, mathematics and technology” courses as a percentage of total enrolment in these courses. b) Men enrolled in “science, mathematics and technology” courses as a percentage of total enrolment in these courses .	3.2.6 Statistics from higher education records.	3.2.6 Using data from Higher Education records, a) Obtain number of persons enrolled in science, mathematics and technology courses by sex at different points in time. b) Compute percentage of females enrolled out of total (male + Female) enrolled. c) Compute percentage of males enrolled out of total (male + Female) enrolled. Compare results over time.
	3.2.7 Access to scholarships and fellowships.	3.2.7 a) Scholarships and fellowships awarded to women as a percentage of women enrolled in tertiary education. b) Scholarships and fellowships awarded to men as a percentage of men enrolled in tertiary education. c) Scholarships and fellowships awarded to female students in tertiary education as a percentage of all scholarships and fellowships awarded in tertiary education.	3.2.7 Statistics from educational records and national budget.	3.2.7 Using data from Higher Education records, a) Obtain percentage of women on scholarships and fellowships of all women enrolled in tertiary education for different time points. Compare results over time. b) Obtain percentage of men on scholarships and fellowships of all men enrolled in tertiary education for different time points. Compare male and female percentages over time. Compare female percentages over time to see change.
3.3 Strengthen Women’s access to professional training.	3.3.1 Gender gap in professional training.	3.3.1 Number of women obtaining professional training as a percentage of total obtaining such training.	3.3.1 Statistics from educational records.	3.3.1 Using data from Higher Education records, Obtain number of women obtaining professional training and express it as a percentage of all (male + Female) who obtain such training . Compare the percentages over time to see change.

CRITICAL AREA IV: VIOLENCE AGAINST WOMEN

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
4.1 Collect data and compile statistics on prevalence of different forms of violence against women and disseminate results widely.	4.1.1 Incidence of violence against women and girls.	4.1.1 Number of women and girls subjected to sexual violence (rape and indecent abuse) that have lodged complaints during the calendar year, divided by total number of females of all ages, times 100000.	4.1.1 Central offices of statistics or bodies that produce police, judicial and forensic medical statistics.	4.1.1 Obtain number of women and girls subjected to sexual violence (rape and indecent abuse) that have lodged complaints during the calendar year and divide it by total number of women of all ages, multiply by 100000. Compare results for different years.
	4.1.2 Extent to which statistics exists on domestic violence.	4.1.2 Are there statistics on victims of domestic violence by sex collected by police and judicial institutions? Are there statistics by sex on assaults and subsequent injuries kept by official forensic medical services?	4.1.2 Central offices of statistics or bodies producing police, judicial and forensic medical statistics.	4.1.2 Examine police and judicial records to see if statistics on victims of domestic violence is recorded and published separately and by sex. Compare annual progress on recording of such statistics.
	4.1.3 Deaths and non-fatal injuries due to domestic violence	4.1.3 a) Number of women and girls sustaining non-fatal injuries due to domestic violence, divided by total number of females of all ages, times 100000. b) Number of women and girls dying as a result of domestic violence, divided by number of women and girls dying from all causes times 100.	4.1.3 National forensic medical services and the like; Data on causes of death from Ministry of Health, Central Statistics offices.	4.1.3 a) Obtain number of women and girls sustaining non-fatal injuries due to domestic violence and divide it by total number of females of all ages and multiply by 100000. b) Obtain number of women and girls dying as a result of domestic violence and divide it by total number of females of all ages and multiply by 100000. Compare results for different years using tables or graphs.
4.2 Training of all officials including judicial, legal, medical, social, educational, police and immigration personnel in humanitarian and human rights law.	4.2.1 Annual number of workshops/activities organized to provide training in human rights and humanitarian law to State officials.	4.2.1 a) Number of female public officials trained annually in these subjects, divided by total number of female public officials, times 100. b) Number of male public officials trained annually in these subjects, divided by total number of male public officials, times 100.	4.2.1 Offices in charge of women affairs. National NGO offices. UN agencies.	4.2.1 a) Obtain number of female public officials trained annually in these subjects and express it as a percentage of all female public officials. b) Obtain number of male public officials trained annually in these subjects and express it as a percentage of all female public officials.

				Compare results for different years for each sex. Examine if there is a trend in the females percentages over time.
4.3 Enact and/or reinforce penal, civil, labour and administrative sanctions in domestic legislation to punish and redress the wrongs done to women and girls who are subjected to any form of violence.	4.3.1 provision of legal sanctions for violence against women.	4.3.1 List of laws prescribing legal actions against perpetrators of domestic violence, sexual harassment, rape, and the sex trade.	4.3.1 Offices in charge of women affairs. Ministries of justice. Ministries of social services. Ministries of local governments.	4.3.1 Examine family law and other legal documents to see existence of laws prescribing legal action against domestic violence, sexual harassment, rape, and the sex trade.
4.4 Allocate adequate resources within the Government budget and mobilize community resources for activities related to the elimination of violence against women.	4.4.1 Spending per woman on the prevention of violence against women.	4.4.1 Domestic funding for activities to prevent and punish violence against women and attend to its victims, divided by number of females of all ages, and expressed in dollars.	4.4.1 Offices of women's affairs. Ministries of social services. Ministries of justice. National NGOs. UN agencies.	4.4.1 Compute in dollars the per capita domestic funding allocated for activities that are aimed at preventing violence against women, punishing those who commit such crimes and attending to its victims.

CRITICAL AREA V: WOMEN'S HEALTH

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
5.1 Provide accessible sexual and reproductive health care services and education for women and girls in accordance with the legislation in order to reach MDG 6 and ICPD targets on reducing maternal mortality and morbidity.	5.1.1 Existence of a national functional committee or norms and standards on reproductive health, including family planning and sexual health.	5.1.1 Are there norms, standards and procedures set up in written documents on reproductive health, including family planning and sexual health? 5.1.2 Is there a committee working and following up on the recommended actions or both?	5.1.1 Committee meeting reports and procedural manuals or norms and standards. Ministry of health.	5.1.1 Review committee meetings, reports and procedural manuals and other written documents to see existence of a functional committee or norms and standards for reproductive health/family planning including HIV/ADS.
	5.1.2 Fertility rate among teenage women.	5.1.2 Number of births to women aged under 20, divided by total number of women aged 14 to 19, times 1000.	5.1.2 Vital statistics, birth records.	5.1.2 From Census, Demographic and Health Surveys (DHS), Reproductive Health Surveys (RHS) or other surveys, obtain number of births to women age 14 to 19 and divide it by the total number of women age 14 to 19 years and multiply it by 1000. Compare results over time using graphs, charts or tables.
	5.1.3. Contraceptive prevalence.	5.1.3 Women age 15 to 49 using modern contraception as a percentage of all women of same age group.	4.1.3 Demographic and health surveys.	5.1.3 From DHS, RHS or other surveys, obtain contraceptive prevalence rate, that is, women age 15 to 49 using modern contraception as a percentage of all women of same age group and compare results over time using tables, charts or graphs.
	5.1.4 Access to antenatal Care.	5.1.4 Women who have attended antenatal care services during their last pregnancy as a percentage of all pregnant women.	5.1.4 Demographic and health surveys.	5.1.4 From DHS, RHS or other surveys, obtain number of women who have attended antenatal care services during their last pregnancy and express it as a percentage of all pregnant women and compare results over time using graphs, charts or tables.

	5.1.5 Level of maternal mortality.	5.1.5 Deaths of women age 15 to 49 due to maternal causes as a percentage of all deaths of women of same age group.	5.1.5 Demographic and health surveys.	5.1.5 From DHS, RHS or other surveys or statistics from health records, obtain deaths of women age 15 to 49 due to maternal causes and express it as a percentage of all deaths of women of same age group and compare results over time using graphs, charts or tables.
5.2 In view of the correlation between poverty and the incidence of malaria, cardiovascular diseases, HIV/AIDS, TB and the cancer that affects women, and considering that poverty has a woman's face in Africa, preventive interventions to curb the spread of malaria, cardiovascular diseases, cancer that affect women, as well as HIV/AIDS and TB particularly among women and girls are imperative.	5.2.1 Malaria Prevalence by sex.	5.2.1.1 Patients diagnosed as having malaria per 100,000 by sex.	5.2.1.1 Statistics from health records.	5.2.1.1 From health record statistics, obtain number of patients diagnosed as having malaria by sex per 100,000 population and compare results over time using graphs, charts or tables.
		5.2.1.2 Deaths from malaria as a percentage of all deaths by sex.	5.2.1.2 Statistics from health records.	5.2.1.2 Obtain from health records, deaths by sex from malaria as a percentage of all deaths and compare results over time using charts, graphs or tables.
	5.2.2 Access to malaria prevention efforts by sex.	5.2.2 Mosquito nets distributed to females as percentage of total distributed.	5.2.2 Statistics from health records.	5.2.2 Obtain from health records, number of mosquito nets distributed to female headed households and maleheaded households as percentages of total distributed and compare results over time using graphs, charts or tables.
	5.2.3 Level of cervical cancer screening.	5.2.3 Number of examinations carried out annually by health systems as a percentage of women age 15 and over.	5.2.3 Statistics from health records.	5.2.3 Obtain from health records, number of examinations carried out annually by health systems as a percentage of total number of women age 15 and over and compare results over time using graphs, charts or tables.

	5.2.4 Prevalence of cervical cancer among women.	5.2.4 Number of women age 35 and over diagnosed as having cervical cancer per 1000 women age 35 and over.	5.2.4 Statistics from health records, HH surveys.	5.2.4 Obtain from health records, number of women age 35 and over diagnosed as having cervical cancer per 1000 women age 35 and over, and compare results over time using graphs, charts or tables.
	5.2.5 Prevalence of breast cancer among women	5.2.5 Number of women age 35 and over diagnosed as having breast cancer per 1000 women aged 35 and over.	5.2.5 Statistics from health records, HH Surveys.	5.2.5 Obtain from health records, number of women age 35 and over diagnosed as having breast cancer per 1000 women age 35 and over and compare results over time using graphs, charts or table.
	5.2.6 Rate of change in the numbers registered as being infected with HIV/AIDS by sex.	5.2.6 a) Number of women registered as being infected with HIV in the latest year, divided by the previous year's number, times 100. b) Number of men registered as being infected with HIV in the latest year, divided by the previous year's number, times 100.	5.2.6 Statistics from health records.	5.2.6 a) Obtain from health records number of women registered as being infected with HIV in the latest year, divide by the previous year's number and multiply it by 100. b) Obtain from health records, number of men registered as being infected with HIV in the latest year, divide it by the previous year's number and multiply by 100. Compare the figures for each sex over time. Compare the male and female differences over time.
	5.2.7 Access to Voluntary Counseling and Testing.	5.2.7 a) Number of women who have received VCT in the latest year, divided by the previous year's number, times 100. b) Number of men who have received VCT in the latest year, divided by the previous year's number, times 100.	5.2.7 Statistics from health records, Demographic and Health Surveys and VCT centers.	5.2.7 a) Obtain from DHS or Voluntary Counseling and Testing (VCT) number of women who have received VCT in the latest year, divide it by the previous year's number and multiply by 100. b) Obtain from DHS or VCT center, number of men who have received VCT in the latest year, divide it by the previous year's number and multiply it by 100. Compare the figures for each sex over time. Compare the male and female differences over time.
	5.2.8 Access to care and support	5.2.8 a) Number of female AIDS patients who have received care and support in the latest year, divided by the previous year's number, times 100. b) Number of male AIDS patients who have received care and support in the latest year, divided	5.2.8 Ministries of Health.	5.2.8 a) Obtain from health records, number of female AIDS patients who have received care and support in the latest year, divide it by the previous year's number and multiply by 100. b) Obtain from health records, number of male AIDS patients who have received care and support in the latest year, divide it by the previous year's and multiply by 100.

		by the previous year's number, times 100.		Compare the figures for each sex over time. Compare the male and female differences over time.
	5.2.9 Incidence of TB.	5.2.9 Number of females of all ages diagnosed with TB as percentage of all persons diagnosed with TB.	5.2.9 Statistics from health records.	5.2.9 Obtain from health records, number of females of all ages diagnosed as having TB as percentage of all persons diagnosed as having TB and compare the results over time using tables, charts or graphs
5.3 Engender Processes and Programmes to achieve the MDG target of reducing child mortality.	5.3.1 Prevalence of malnutrition among boys and girls age 36 months and under.	5.3.1.1 a) Number of malnourished boys age 36 months and under divided by total number of boys of that age, times 10000. b) Number of malnourished girls age 36 months and under divided by total number of females of that age, times 10000.	5.3.1.1 a) Statistics from health records, nutrition surveys. b) Special Programmes to combat infant/child malnutrition.	5.3.1.1 a) Obtain from health records, number of malnourished boys age 36 months and under, divide by total number of boys of that age and multiply by 10000. b) Obtain from health records, nutrition surveys, DHS number of malnourished females age 36 months and under and divide it by total number of females of that age and multiply by 10000. Compare the figures for each sex over time. Compare the male and female differences over time.
	5.3.2 Immunization of children.	5.3.2 Children under 36 months who had vaccination as percentage of all children of same age.	5.3.2 Demographic and health surveys, statistics from health records.	5.3.2 Obtain from DHS and health records, the number of children under 36 months who had vaccination as percentage of all children of same age. Compare results over time using tables, graphs or charts.

CRITICAL AREA VI: GOVERNMENT, POWER AND DECISION MAKING

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
6.1 All political/governance bodies must institutionalize policies that guarantee gender equality.	6.1.1 Existence of policies that guarantee gender equality.	6.1.1 List the ministerial sectors and political parties that have policies that guarantee gender equality	6.1.1 All government ministries and offices of all political parties registered.	6.1.1 Describe whether or not there are policies that guarantee gender equality in all sectors.
	6.1.2 Existence of Labour law framework that encourages sharing of parental duties.	6.1.2 List laws and regulations that provide for the sharing of burdens of parenthood between fathers and mothers.	6.1.2 Ministries of labour or the like, and offices of Women Affairs. Ministries of justice.	6.1.2 List and describe laws and regulations that are conducive to the burdens of parenthood being shared equitable between parents of both sexes.
6.2 Replicate and implement the African Union 50/50 gender parity principle at all levels of national, subregional and regional governance, including through affirmative action, and with set timelines.	6.2.1 Existence of Public/private sector employment practice that does not discriminate by gender.	6.2.1 Compare the proportion of all females employed in the highest positions or grades of the public sector against the proportion of all public sector workers of both sexes who are male.	6.2.1 Treasury inspector's office, ministries of finance or the like, Government departments.	6.2.1 From treasury inspector's office, or ministries of finance, Ministry of labour records, etc., Obtain number of employees in the highest positions or grades of the public sector by sex. Obtain number of all public sector workers by sex. Compute the proportion of women employed in highest positions or grades of the public sector. Compute the proportion of women among all public sector workers. Compute the difference in the proportions between those in the highest positions and those among all public sector workers.

		6.2.2. Compare women employed in public sectors as percentage of men employed in public sectors.	6.2.2 Ministries of Labour.	6.2.2. Obtain data disaggregated by sex of persons employed in the public sectors and express number of women employed in public sectors as percentage of both sexes employed in public sectors. Compare results over time.
		6.2.3 Women employed in the private sector as percentage of men employed in private sectors.	6.2.3 Ministries of Labour.	6.2.3. Obtain data disaggregated by sex of persons employed in the private sectors and express number of women employed in private sectors as percentage of both sexes employed in private sectors. Compare results over time.
6.3 Support women's access to elected positions (municipal and parliamentary).	6.3.1 Access to opportunities for women to be elected to parliament.	6.3.1 a) Percentage of all candidates in the most recent parliamentary elections who are women. b) Percentage of all elected town councilors in the country who are women.	6.3.1 Body regulating elections in each country.	6.3.1 a) Obtain from election regulating bodies the percentage of all candidates of the most recent parliamentary elections who are women. b) Obtain from election regulating bodies percentage of all elected town councilors in the country who are women. Compare the figures with that of men.
6.4 Develop and support leadership training programmes for women, especially young women, to enable them to exercise responsibilities at all levels.	6.4.1 Provision of opportunities for leadership training for women.	6.4.1 Ratio of women trained through leadership training programmes on yearly basis to that of men trained through similar programmes.	6.4.1 Women affairs offices, NGO offices, UN agencies.	6.4.1 Obtain the ratio of women to men who have been trained through leadership training programmes on yearly basis. Compare the figures over time.
6.5 Considering the value of the independent women's movement representing women's voices in Africa, encourage and support women's organizations.	6.5.1 Existence of national functional women's organization.	6.5.1 Is there an independent women organization representing women's voices?	6.5.1 Women's Affairs offices, NGOs.	6.5.1 Indicate if there is an independent women organization representing women's voices. If it exists, describe whether it is nominal or functional.

CRITICAL AREA VII: MEDIA

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
7.1 Adopt and implement gender-aware media policies.	7.1.1 Existence of media policies that integrate gender perspectives.	7.1.1 Are the media policies gender sensitive?	7.1.1 Ministries of information; media houses.	7.1.1 Describe whether or not there are media policies that integrate gender perspectives.
	7.1.2 Existence of a strategy of information, education and communication to promote a balanced portrayal of women and girls and their multiple roles.	7.1.2 Is there a strategy that promotes a balanced portrayal of women and girls and their multiple roles?	7.1.2 Ministry of Information, media houses, NGOs, Ministry in charge of women affairs.	7.1.2 Describe whether or not there are strategies of information, education and communication promoting a balanced portrayal of women and girls and their multiple roles.
7.2 Improve women's access to media and new ICTs.	7.2.1 Access to training opportunities.	7.2.1 Ratio of women trained in journalism/communication to that of men per year.	7.2.1 Ministry of information.	7.2.1 Obtain the number of persons trained in journalism/communication per year or per promotion and compute the ratio of women to men. Compare figures over time.
	7.2.2 Allocation of air time to women issues.	7.2.2 The proportion of airtime in all media that is devoted to women discussing women's issues	7.2.2 Women's Affairs Offices; Ministries of Information; media houses.	7.2.2 Obtain weekly air time in all media allocated to women discussing women issues and express it as a percentage of total air time. Compare the figures over time.
	7.2.3 Equal access to employment opportunities.	7.2.3 Number of women entering media institutions and organizations in the latest year divided by that of the previous years compared to number of men entering media institutions and organizations in the latest year divided by that of the previous years.	7.2.3 Ministry of information; media houses; media training institutions.	7.2.3 Obtain number of persons entering media institutions and organizations on yearly basis by sex. For each sex, divide the number for the latest year by that of the previous year's number. Subtract the figure for men from that of women. Compare the result over time.
7.3 Encourage the use of the media to promote women's activities.	7.3.1 Existence of media programmes by and for women.	7.3.1 Number of programmes for and by women in the latest year divided by the previous years', times 100.	7.3.1 Ministry of information; media houses; media training institutions.	7.3.1 Obtain the number of programmes for and by women in the latest year. Obtain the number for the previous year. Divide the number in the latest year by that of the previous year and multiply by 100. Compare the results over time.

7.4 Project positive images and fight against stereotypes and discrimination.	7.4.1 Gender-sensitive training programmes for media professionals.	7.4.1 Number of such training programmes in the latest year divided by number of programmes in the previous years multiplied by 100.	7.4.1 Ministries of Information; media houses; media training institutions.	7.4.1 Obtain number of gender-sensitive training Workshops/Programmes in the latest year. Obtain such Workshops/Programmes in the previous year. Divide the number in the latest year by that of the previous year and multiply by 100. Compare the results over time.
	7.4.2 Gender gap in number of media professionals.	7.4.2 a) Ratio of female media professionals to that of males. b) Ratio of women in advisory, managerial and monitoring positions in private and public media to men in similar positions.	7.4.2 Ministries of Information; media houses; media training institutions.	7.4.2 a) Obtain number of male and female in the media profession. Compute the ratio of female media professionals to that of males. Compare the results over time to see progress. b) Obtain number of male and female media personnel in advisory, managerial and monitoring positions in private and public media. Compute the ratio of women to men and compare the results over time to see progress.

CRITICAL AREA VIII: WOMEN'S HUMAN RIGHTS

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
8.1 Eliminate harmful and/or discriminatory practices that sustain gender inequality and inequity, and promote social, cultural, traditional and religious norms and values that sustain equality, equity and justice.	8.1.1 Access to the justice system.	8.1.1 Percentage of women who successfully sought legal interventions in the current year compared to that of the previous year .	8.1.1 Ministries of Justice.	8.1.1 Obtain yearly, number of persons by sex in the judicial system. Compute annual percentages of women out of total in the system. Subtract the percentage for the latest year from that of the previous year. Compare figures over time.
	8.1.2 Removal of cultural and traditional practices that inhibit the promotion of women's human rights.	8.1.2 List of harmful traditional practices removed by legislation or policy pronouncements.	8.1.2 Ministries of justice.	8.1.2 Obtain List of cultural and traditional practices that inhibit the promotion of women's human rights. List the practices removed by law/policy and describe each of these.
	8.1.3 Existence and use of legal literacy programmes for women .	8.1.3 List of existing legal literacy programmes for women and percentage of their utilization per year.	8.1.3 Women Affairs Offices; ministries of justice; national NGOs, UN agencies; media houses .	8.1.3 Examine existence of legal literacy programmes for women and list them. Describe how wide spread such programmes are.
	8.1.4 Existence of training programmes in human rights and humanitarian law.	8.1.4 Percentage of female public officials trained annually in these subjects in the current year compared to the previous year.	8.1.4 Women Affairs Offices; national NGOs, UN agencies.	8.1.4 Obtain number of public officials by sex who have obtained training in human rights and humanitarian law annually. Compute percentage of female public officials trained in these subjects annually. Compare the figures in the latest year to that of the previous year .
8.2 Ratify and sign the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women.	8.2.1 Ratification and accession to the Charter; implementation of the Charter.	8.2.1 a) Charter signed, acceded and implemented. b) Reporting on gender aspects required in the official reports.	8.2.1 Women's Affairs Offices; Official gazette; parliamentary records; National NGOs.	8.2.1 See if the Charter was signed, acceded and is being implemented. Examine whether or not there are requirements to address gender aspects in the reports.

	8.2.2 Domestication and implementation of all the international and regional instruments on women's rights and gender equality and equity.	8.2.2 International and regional instruments on women's rights domesticated.	8.2.2 Women's Affairs Offices; Parliamentary records; ministries of justice.	8.2.2 Examine whether or not the public is sensitized to the regional and international instruments on women's rights.
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CRITICAL AREA IX: GENDER IN CONFLICT RESOLUTION

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
9.1 Uphold measures that affirm the role and rights of women during the negotiation, transition and reconstruction phases and strengthen mechanisms for their implementation.	9.1.1 Availability of gender sensitive conflict resolution training.	9.1.1 Number of gender sensitive conflict resolution workshops/programmes in the current year compared to the previous years.	9.1.1 Women's Affairs offices; NGOs; UN agencies; Armed Forces Ministries.	9.1.1 Obtain number of gender-sensitive conflict resolution training workshops/programmes conducted annually. Calculate number trained by sex in the latest years minus that of the previous year.
	9.1.2 Dialogue with women in all phases of conflict resolution / reconstruction.	9.1.2 Number of women groups that participate in peace building in the current year compared to the previous years.	9.1.2 Women's affairs offices; national NGOs; Armed Forces Ministries.	9.1.2 Obtain annual number of women groups that participate in peace building.
	9.1.3 Existence of public education programmes on peace building.	9.1.3 Existence of public educational programmes on peace making.	9.1.3 Women's affairs offices; media houses.	9.1.3 Examine educational curricula to see existence of public educational programmes on peace making/promotion.
9.2 Increase support to women in political processes in countries emerging from conflict so that they can influence conflict prevention, peace building and reconstruction.	9.2.1 Equal access to the political process .	9.2.1 a) Number of female members in the political parties as a percentage of all members. b) Ratio of men to women in parliament. c) Annual increase of women in politics	9.2.1 Women affairs offices; Records of parliament members.	9.2.1 Obtain number of female members in political parties as a percentage of all members. b) Obtain ratio of men to women in parliament. Compare figures over time. c) Examine if the number of women in political parties is increasing over time.
9.3 Implement fully the UNSC Resolution 1325 and the AU Protocol on Women's Rights.	9.3.1 Ratification and accession to the Charter; implementation of the Charter.	9.3.1 Charter signed, acceded Programmes and activities to implement the legal instruments in motion.	9.3.1 Women's Affairs Offices National NGOs UN agencies	9.3.1.1 See if the Charter was signed, acceded and is being implemented and examine whether or not gender aspects are addressed in the regular reports

9.4 Adopt the principle of denying positions of leadership in post conflict reconstruction to perpetrators of violence against women and girls	9.4.1 Existence of legal framework that discourages leadership positions to perpetrators of gender based violence	9.4.1 Listing of laws and regulations that are against perpetrators of gender-related violence.	9.4.1 Ministries of justice, Women's Affairs Offices.	9.4.1 List and examine laws and regulations that are against perpetrators of gender based violence.
9.5 Put in place functional mechanisms and intervention Programmes for the protection of women and girls in refugee and IDP camps against violence and all forms of sexual abuse.	9.5.1 Programmes in place for the protection of refugees and IDPs against gender-based violence.	9.5.1 Enumeration of Programmes currently in operation that are designed specifically to provide protection, assistance and training to refugee women, by type of organization responsible.	9.5.1 Offices for women's affairs, ministries of the interior and international bodies such as the International Organization for Migration.	9.5.1 Enumerate and describe Programmes currently in operation that are designed specifically to provide protection, assistance and training to refugee women.
9.6 Humanitarian interventions must pay attention to the health needs, especially reproductive and sexual health, of women and girls in conflict, refugee, and IDP situations.	9.6.1 Reproductive and sexual health programmes in place and accessible	9.6.1 Existence of Reproductive Health programmes in Refugee camps, conflict zones.	9.6.1 Ministries of Health; UNHCR; IOM.	9.6.1 Examine existence of RH programmes in Refugee camps and conflict zones.

CRITICAL AREA X: WOMEN AND THE ENVIRONMENT

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
10.1 Adopt gender-responsive policies, programmes, strategies and measures on environment.	10.1.1 Existence of gender-sensitive environmental policies.	10.1.1 Listing of policies, programmes, strategies regulations on the environment that are gender-sensitive.	10.1.1 Women's Affairs offices; Ministry of environment Civil society groups.	10.1.1 List and examine policies, programmes, strategies regulations on the environment that are gender-sensitive.
10.2 Allow women to play a prominent role in the design and implementation of policies and programmes on water, energy, sanitation, land and forestry conservation and management, as well as in rural and urban planning.	10.2.1 Female representation in environmental decision-making bodies; Female participation in the planning and implementation of environmental-related programmes and projects.	10.2.1 a) Proportion of women at the highest level of policy formulation and decision-making in natural resources and environmental management. b) Ratio of men to women involved in planning and implementation of water projects c) Ratio of men to women involved in planning and implementation of land and forestry projects. d) Ratio of men to women involved in urban and rural planning. e) Percentage of gender experts involved in the development of environmental impact assessment plans and guidelines.	10.2.1 Ministries of Environment or highest body in government dealing with environmental issues; NGOs on environmental issues; UN agencies.	10.2.1 a) a) Obtain the proportion of women at the highest level of policy formulation and decision-making in natural resources and environmental management. b) Obtain the ratio of men to women involved in planning and implementation of water projects. c) Obtain ratio of men to women involved in planning and implementation of land and forestry projects. d) Obtain ratio of men to women involved in urban and rural planning. e) Percentage of gender expertise involved in the development of environmental impact assessment plans and guidelines.
10.3 Integrate rural women and their concerns into the planning and management of ecosystems, eco-tourism and biodiversity.	10.3.1 Existence of rural projects/organizations; integrating women's concerns in these issues.	10.3.1 a) Number of rural projects that integrates women's concerns into the planning and management of environmental issues. b) Number of organizations using gender integrated guidelines for programme and project planning and implementation. c) Percentage of agencies using participatory and gender analysis tools in dealing with environmental problems.	10.3.1 Ministries of Environmental protection; national NGOs on environmental issues; UN agencies.	10.3.1 a) Obtain number of rural projects that integrate women's concerns into the planning and management of environmental issues. b) Obtain number of organizations using gender integrated guidelines for environmental programme and project planning and implementation. c) Percentage of organizations using participatory and gender analysis tools in dealing with environmental problems.

10.4 Engender the achievement of MDG 7 with respect to ensuring environmental sustainability.	10.4.1 Forest cover.	10.4.1 a) Percentage of women's income from sale of tree seedlings in the latest year minus that of the previous year. b) Percentage of women engaged in the production of tree and fruit seedlings in the latest year minus that of the previous year.	10.4.1 Ministries of agriculture, (agricultural surveys); Statistical offices; (Household income and expenditure surveys).	10.4.1 a) Percentage of women's income from sale of tree seedlings in the latest year minus that of the previous year. b) Percentage of women engaged in the production of tree and fruit seedlings in the latest year minus that of the previous year.
	10.4.2 Access to drinkable water.	10.4.2 a) Percentage of female population with access to drinkable water source in the current year compared to the previous year. b) Average time spent fetching water by women in the current year compared to the previous year.	10.4.2 Ministries of water resources Statistical reports.	10.4.2 a) Percentage of female population with access to drinkable water source in the latest year minus that of the previous year. b) Average time spent fetching water by women in the latest year minus that of the previous year.

CRITICAL AREA XI: THE GIRL CHILD

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
11.1 Make specific efforts to protect the girl-child against discrimination, ill health, malnutrition, stereotyping, violence, including genital mutilation, early and forced marriage and exploitation through domestic work and trafficking.	11.1.1 Existence of legal protection of the rights of children.	11.1.1 State the terms of national laws and policies to protect the rights of children.	11.1.1 Law reports, ministries of labour, ministry of justice.	11.1.1 Examine and describe the terms of national rules on the right of children.
	11.1.2. Incidents of early marriage.	11.1.2 Girls under 18 years of age who are married as a percentage of all girls in that age group.	11.1.2 Population censuses; Demographic Surveys.	11.1.2 From DHS, RHS or other surveys, obtain number of girls under 18 years of age who are married as a percentage of all girls in that age group and compare results over time.
	11.1.3 Prevalence of forced marriage.	11.1.3 Percentage of Girls who are married by force or abduction against total population of girls.	11.1.3 Population censuses, Demographic Surveys; Ministries of social services.	11.1.3 From DHS, RHS or other surveys, obtain number of girls who are married by force or abduction and compute the percentage of all girls. Compare results over time.
	11.1.4 Prevalence of genital mutilation and other harmful traditional practices .	11.1.4 a) List of laws/regulations prohibiting such practices. b) Women who had undergone genital mutilation as a percentage of all women.	11.1.4 Women affairs offices; Household surveys; Health surveys.	11.1.4 a) Examine whether or not there are laws /regulations prohibiting genital mutilation and other harmful traditional practices. b) Number of women who had undergone genital mutilation as a percentage of all women.

CRITICAL AREA XII.: HIV/AIDS

Strategic Actions	Results Indicators	Description of Indicators	Data Sources	Analysis Guidelines
12.1 Address gender power relations in order to protect women and girls from all forms of violence and enable women to negotiate safe sex, through legislation, law enforcement, advocacy and sensitization.	12.1.1 Prevalence of violence against women in personal relationships.	12.1.1 Percentage of women age 15 to 49 who have experienced physical violence by an intimate partner.	12.1.1 Special surveys.	12.1.1 From special surveys, obtain percentage of women age 15 to 49 who have experienced physical violence by an intimate partner.
	12.1.2 Capacity for sexual negotiation.	12.1.2 Percentage of respondents who believed that if husband/male partner has STI, wife/ female partner can refuse sex or propose condoms.	12.1.2 Population surveys; Domestic health Surveys; Behavioural surveillance.	12.1.2 From DHS or RHS or other surveys, determine the percentage of respondents who believed that if husband/partner has STI, wife/female partner can refuse sex or propose condoms .
	12.1.3 Level of advocacy efforts.	12.1.3 Frequency of reports, pronouncements, declarations, conferences, policy statements on HIV/AIDS that specifically address or mention women, girls and/or gender inequalities.	12.1.3 Review or analysis of media reports, public pronouncement of leaders, conferences and policy statements.	12.1.3 Identify and list by year, number of reports, pronouncements, declarations, conferences, policy statements on HIV/AIDS that specifically address or mention women, girls and/or gender inequalities.
12.2 Establish, enforce and monitor strict legal frameworks to address the vulnerability of women and girls, and halt exploitation of orphans, especially girls.	12.2.1 Provision of legal sanctions for gender-based violence.	12.2.1 List of laws prescribing legal action against domestic violence, sexual harassment, rape, sex trade and women trafficking.	12.2.1 Women's Affairs Offices; Ministry of justice.	12.2.1 Identify and list laws and regulations that are designed to support orphans .
	12.2.2 Level of spending on HIV/AIDS prevention directed to women.	12.2.2 a) Proportion of HIV related health expenditure allocated to women. b) Percentage of spending on HIV Programmes targeting women (proportion of funds spent on SRH services, Prevention-Mother to Child-Transmission (PMTCT), sex workers, adolescent girls, married women).	12.2.2 Ministry of finance (Financial flows questionnaire) National NGOs; UN agencies.	12.2.2 From antenatal clinics data, obtain number of pregnant women counselled and tested for HIV. 12.3.2 a) Compute by year proportion of HIV related health expenditure allocated to women. b) Compute by year percentage of spending on HIV Programmes targeting women (proportion of funds spent on SRH services, PMTCT, sex workers, adolescent girls, married women)

12.3 Protect women from the newly emerging types of violence and human rights abuses within the context of HIV/AIDS .	12.3.1 Existence of policies, regulations, strategies that protect women .	12.3.1 a) Country has strategy for to integrate gender issues in HIV/AIDS programmes. b) Country has strategies to ensure equitable access to treatment for women.	12.3.1 Ministries of Health; National NGOs; UN agencies;	12.3.1 a) Examine whether or not the country has a strategy to integrate gender issues in HIV/AIDS programmes. b) Examine whether or not country has strategies to ensure that women have equal access to treatment .
12.4 Give priority to making available and monitoring care-taking services for orphans, protecting their inheritance rights and providing counselling.	12.4.1 a) Existence of programmes to support orphans. b) Existence of legal framework for orphan support.	12.4.1a) Number of organizations that support orphans. b) Proportion of government budget allocated to orphan support. c) Listing of laws and regulations that are designed to support orphans.	12.4.2 Ministries of Finance; Ministry of health Ministries of Justice; Women Affairs ministries; Ministries of social services; Ministries of health.	12.4.1 a) Identify and list number of organizations that support orphans. b) Compute proportion of government budget allocated to orphan support. c) identify and list laws and regulations that are designed to support orphans.
12.5.1 Establish gender indicators to monitor HIV/AIDS programme goals and outcomes, to measure progress and enforce accountability in the use of resources.	12.5.1 Mother to child transmission; Annual infection rates annually and by sex; Annual death rates by sex.	12.5.1 pregnant women counselled and tested Increase or decrease of infection and death rates by sex.	12.5.1 General population survey; Ministries of health; UN agencies.	12.5. 1From antenatal clinics data, obtain number of pregnant women counselled for HIV. Obtain data on infection and death rates by sex annually and compare the sex differences.