

Gender Sensitive Indicators With Definitions

Cross-cutting Indicator Reference Sheets

[Gender](#)

Gender

GNDR-1	Number of legal instruments drafted, proposed or adopted with USG assistance designed to promote gender equality or non-discrimination against women or girls at the national or sub-national level
GNDR-2	Percentage of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment)
GNDR-4	Percentage of participants reporting increased agreement with the concept that males and females should have equal access to social, economic, and political resources and opportunities
GNDR-5	Number of legal instruments drafted, proposed, or adopted with USG assistance designed to improve prevention of or response to sexual and gender based violence at the national or sub-national level
GNDR-6	Number of people reached by a USG funded intervention providing GBV services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other)
GNDR-8	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations
GNDR-9	Number of training and capacity building activities conducted with USG assistance that are designed to promote the participation of women or the integration of gender perspectives in security sector institutions or activities.
GNDR-10	Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance.

Indicator	GNDR-1 Number of legal instruments drafted, proposed or adopted with USG assistance designed to promote gender equality or non-discrimination against women or girls at the national or sub-national level
Definition	<p>For the purposes of this indicator, "legal instrument" is meant broadly to include any official document issued by a government (e.g., law, policy, action plan, constitutional amendment, decree, strategy, regulation) designed to promote or strengthen gender equality or non-discrimination on the basis of sex at the national or sub-national level, which was drafted, proposed or adopted with USG assistance. This assistance could be targeted directly to the host government or to CSOs working on the legal instrument. To be counted, the legal instrument should have as its objective or intent one or more of the following: reducing an aspect of social, economic, or political inequality between women and men, girls and boys; ensuring that women and men, girls and boys, have equal opportunities to benefit from and contribute to social, political, economic, and cultural development, to realize their human rights, or to have access to/control over resources necessary to survive and thrive; or preventing gender-related discrimination or compensating for past gender-related discrimination or historical disadvantage. Legal instruments designed to address sexual or gender-based violence should be reported under GNDR-5, not GNDR-1. A legal instrument may be designed to promote or strengthen gender equality at national or sub-national (including local or community) levels, and affect either formal or informal groups or institutions. Illustrative examples for this indicator include but are not limited to:</p> <ul style="list-style-type: none"> • Laws—USG assistance for civil society to draft and advocate for passage of a law eliminating a barrier to women’s effective political participation. • Policies—USG support for adoption of a comprehensive national policy on sexual harassment. Or, USG support for a Ministry of Health policy that removes restrictions (e.g., based on age, marital status or the need for third party consent) for accessing sexual and reproductive health services. • Regulations - USG support for developing a regulation covering a land administration process that ensures that women are included in formal records of land ownership. <p>Indicator narratives should include the name of the legal instrument and should specify whether it was drafted, proposed or adopted at the national or sub-national level (e.g. draft national law on public financing for women political candidates, municipal police force develops regulations on use of joint male/female patrol cars to begin systematic implementation of existing policy to allow women to serve in all areas of policing , etc.). Items counted may include regulations, constitutional amendments or components, provisions to peace agreements, or other provisions designed to carry the force of law, official mandate, or authority.</p> <p>To report against this indicator, OUs should provide the number (count) of relevant legal instruments drafted, proposed or adopted with USG assistance during the reporting period. OUs may count a given legal instrument only once in each stage (i.e., drafted, proposed or adopted); operating units may not report on the same legal instrument across multiple reporting periods unless it has advanced to the next stage (e.g. law drafted in one reporting period, law presented for legislative action in the next reporting period, law passed in the subsequent reporting period). For definitions of the disaggregates, see the Disaggregate(s) box.</p>
Primary SPS Linkage	As a cross-cutting gender indicator, this indicator can be used to report on applicable activities under any of the Program Categories in the SPSD.
Linkage to Long-Term Outcome or Impact	This indicator measures the output of USG assistance that seeks to build the necessary or enabling conditions for the achievement of long-term, sustainable progress toward gender equality and non-discrimination objectives across a wide range of sectors in which the USG provides assistance (e.g., reduced gender gaps in employment, income, political representation, or access to basic health services).
Indicator Type	Output
Reporting Type	Number (of individual legal instruments that meet criteria described in definition).

Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality, female empowerment and/or non-discrimination and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy and the U.S. National Action Plan on Women, Peace, and Security, as well as Joint Strategic Plan reporting in the APP/APR and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.
Reporting Frequency	Data for this indicator will be collected on an ongoing or periodic basis depending on the interval of project/program reporting, but will represent a simple count of relevant items in the reporting period.
Data Source	The primary data for this indicator will be provided by implementing partners and collected through the COR/AOR review of relevant project/program documents (e.g. quarterly and final reports, project monitoring records); however; other data sources such as analysis of secondary data (e.g. newspapers, legislative records) or direct observation by post may also be a source of data for this indicator, particularly if direct assistance is being provided to host country authorities or an entity to which standard reporting requirements may not apply.
Bureau Owner	<u>Agency: USAID</u> <u>Bureau/Office: PPL/P</u>
Disaggregate(s)	The number of legal instruments (or revisions to such) should be disaggregated by the following stages achieved with USG assistance: -Drafted: the process of writing the preliminary or final version of a legal instrument for review and revision by a competent authority based on input from key stakeholders; -Proposed: the act of formally seeking approval for adopting a legal instrument from the relevant authority, such as the legislative or executive branch of government; -Adopted - upon formal approval by the relevant government authority, the legal instrument has taken effect or become binding.

Indicator	GNDR-2 Percentage of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment)
Definition	<p>Productive economic resources include: assets - land, housing, businesses, livestock or financial assets such as savings; credit; wage or self-employment; and income.</p> <p>Programs include:</p> <ul style="list-style-type: none"> • micro, small, and medium enterprise programs; • workforce development programs that have job placement activities; • programs that build assets such as land redistribution or titling; housing titling; agricultural programs that provide assets such as livestock; or programs designed to help adolescent females and young women set up savings accounts. <p>This indicator does NOT track access to services, such as business development services or stand-alone employment training (e.g., employment training that does not also include job placement following the training).</p> <p>The unit of measure will be a percentage expressed as a whole number. Numerator = Number of female program participants Denominator = Total number of male and female participants in the program The resulting percentage should be expressed as a whole number. For example, if the number of females in the program (the numerator) divided by the total number of participants in the program (the denominator) yields a value of .16, the number 16 should be the reported result for this indicator. Values for this indicator can range from 0 to 100. The numerator and denominator must also be reported as disaggregates.</p>
Primary SPS Linkage	As a cross-cutting gender indicator, this indicator can be used to report on applicable activities under any of the Program Categories in the SPSD.
Linkage to Long-Term Outcome or Impact	The lack of access to productive economic resources is frequently cited as a major impediment to gender equality and women's empowerment, and is a particularly important factor in making women vulnerable to poverty. Ending extreme poverty, a goal outlined in the Sustainable Development Goals and USAID's Vision to Ending Extreme Poverty, will only be achievable if women are economically empowered.
Indicator Type	Output
Reporting Type	Percent

Use of Indicator	<p>Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy and the Joint Strategic Plan reporting in the APP/APR, and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.</p>
Reporting Frequency	Annual Reporting
Data Source	Implementing partners.
Bureau Owner	<u>Agency</u> : USAID
Disaggregate(s)	<p>Numerator Denominator</p>

Indicator	GNDR-4 Percentage of participants reporting increased agreement with the concept that males and females should have equal access to social, economic, and political resources and opportunities
Definition	<p>This indicator will be used to gauge the effectiveness of USG efforts to promote gender equality by measuring changes in attitudes about whether men and women should have equal access to resources and opportunities in social, political, and economic spheres. Changes in attitudes are measured via the Equal Opportunity survey (see Data Source below for survey instructions) administered in conjunction with training or programs in any sector which include goals or objectives related to gender equality and women's empowerment. Projects that aim to change participants' broad attitudes about gender equality are particularly relevant.</p> <p>GNDR-4 is applicable to programs in multiple sectors that are designed to raise awareness of women's human rights and/or to increase acceptance of gender equality among women and/or men (or girls/boys), including programs that train journalists to report more responsibly on gender issues; education or social and behavior change programs designed to change gender norms and roles; programs designed to increase the political or economic participation of women; and health sector programs designed to drive changes in gender-based attitudes and behaviors, among others. Note that it is not necessary that programs be focused on the sectors reflected in the questions that comprise the indicator (i.e., political, economic) in order to report against GNDR-4. Any program that may feasibly alter attitudes about gender equality should report against this indicator.</p> <p>The unit of measure will be a percentage expressed as a whole number. Numerator = the number of participants whose survey scores have improved over time Denominator = the total number of participants who participated in the relevant training/programming For example, if the number of participants whose scores improved over time (the numerator) divided by the total number of participants in the training/program (the denominator) yields a value of .40, the number 40 should be the reported result for this indicator. Values for this indicator can range from 0 to 100. The numerator and denominator must also be reported as disaggregates. This indicator must also be disaggregated by sex - see the disaggregates box below for details.</p>
Primary SPS Linkage	As a cross-cutting gender indicator, this indicator can be used to report on applicable activities under any of the Program Categories in the SPSP.
Linkage to Long-Term Outcome or Impact	This indicator measures changes in individual attitudes and norms about gender equality that may be a proxy for deeper structural changes in the social, political, and economic spheres.
Indicator Type	Outcome
Reporting Type	Percent
Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy as well as Joint Strategic Plan reporting in the APP/APR. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.
Reporting Frequency	Annual reporting

Data Source	<p>Data for this indicator will be collected by pre- and post-survey, once at the start of relevant USG-funded training/programming and a second time at the end of the training/programming. Results for GNDR-4 should therefore be reported at the end of the training/program, when changes in attitudes can be calculated. The surveys should be administered to persons who can clearly be identified as program participants and should be translated into the language(s) spoken by participants, if necessary. The survey may be read to program beneficiaries who are illiterate. Each COR or AOR would be responsible for ensuring that implementers collect these data.</p> <p>Respondents will be asked: To what extent do you agree or disagree with the following statements? *Women should have equal rights with men and receive the same treatment as men do *On the whole, men make better political leaders than women and should be elected rather than women. (r) *When jobs are scarce, men should have more right to a job than women. (r)</p> <p><u>Scale</u> o Strongly Disagree o Disagree o Neither Agree nor Disagree o Agree o Strongly Agree</p> <p>To score the opportunity measure, responses are coded as follows: -2 = Strongly Disagree -1 = Disagree 0 = Neither Agree nor Disagree +1 = Agree +2 = Strongly Agree</p> <p>The items with an (r) should be reverse-scored, i.e. those items followed by an “r” that have a score of -1 are recoded as +1. For example, for item 2 (“On the whole, men make better political leaders than women and should be elected rather than women” (r)), a response of ‘strongly agree’ is re-coded as “- 2”. A higher score indicates greater agreement that men and women should have equal opportunities.</p>
Bureau Owner	<p><u>Agency:</u> USAID <u>Bureau/Office:</u> PPL/P</p>
Disaggregate(s)	<p>1.) Numerator (total number of participants whose survey scores have improved over time) and Denominator (total number of participants) 2.) Male (i.e., the percentage of male participants who showed increased agreement with gender equality concepts) and Female (i.e., the percentage of female participants who showed increased agreement with gender equality concepts)</p>

Indicator	GNDR-5 Number of legal instruments drafted, proposed, or adopted with USG assistance designed to improve prevention of or response to sexual and gender based violence at the national or sub-national level
Definition	<p>For the purposes of this indicator, "legal instrument" is meant broadly to include any official document issued by a government (e.g., law, policy, action plan, constitutional amendment, decree, strategy, regulation) designed to improve prevention of and response to sexual and gender based violence at the national or sub-national level. Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will, and that is based on socially ascribed gender norms and roles. Forms of gender-based violence include, but are not limited to, domestic or intimate partner violence; rape as a weapon of war; sexual violence and abuse; female infanticide; psychological or emotional abuse; sexual harassment or violence in the workplace or in educational institutions; harmful traditional practices including female genital mutilation/cutting, honor crimes, early marriage, forced marriage, bride kidnapping, and dowry-related violence; and violence based on sexual orientation or gender identity (SOGI). To be counted, the legal instrument should address an aspect of the country's efforts to combat GBV, for example by spelling out individuals' rights to be free from violence in the public and/or private spheres; presenting a National Action Plan, strategy, or stand-alone law designed to address GBV; proposing or strengthening procedures to prevent, punish or eradicate gender-based violence; making provisions for new or increased services to victims of violence; proposing new legal remedies for addressing GBV such as the use of restraining orders or establishing new legal procedures that allow for the provision of services by NGOs. To be counted under this indicator, USG assistance could be targeted directly to the host government or to CSOs working on the legal instrument. Legal instruments that address GBV based on sex and/or on SOGI may both be counted against this indicator.</p> <p>Operating units may count a legal instrument only once in each stage (i.e., drafted, proposed, adopted); operating units may not report on the same legal instrument across multiple reporting periods unless it has advanced to the next stage (e.g. law drafted in one reporting period, law presented for legislative action in the next reporting period, law passed in the subsequent reporting period).</p>
Primary SPS Linkage	As a cross-cutting gender indicator, this indicator can be used to report on applicable activities under any of the Program Categories in the SPSD.
Linkage to Long-Term Outcome or Impact	This indicator measures the output of USG assistance that is designed to build the necessary or enabling conditions for reducing gender-based violence.
Indicator Type	Output
Reporting Type	Number (of relevant legal instruments drafted, proposed or adopted with USG assistance during the reporting period).
Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy; U.S. National Action Plan on Women, Peace, and Security; and the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally, as well as Joint Strategic Plan reporting in the APP/APR, and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.
Reporting Frequency	Data for this indicator will be collected on an ongoing or periodic basis depending on the interval of project/program reporting, but will represent a simple count of relevant items in the reporting period.

Data Source	The primary data for this indicator will be provided by implementing partners and collected through the COR/AOR review of relevant project/program documents (e.g. quarterly and final reports, project monitoring records); however, other data sources such as analysis of secondary data (e.g. newspapers, legislative records) or direct observation by post may also be a source of data for this indicator, particularly if direct assistance is being provided to host country authorities or an entity to which standard reporting requirements may not apply.
Bureau Owner	<u>Agency:</u> USAID <u>Bureau/Office:</u> PPL/P
Disaggregate(s)	<p>1.) The number of legal instruments (or revisions to such) should be disaggregated by the following stages achieved with USG assistance:</p> <ul style="list-style-type: none"> -Drafted: the process of writing the preliminary or final version of a legal instrument for review and revision by a competent authority based on input from key stakeholders; -Proposed: the act of formally seeking approval for adopting a legal instrument from the relevant authority, such as the legislative or executive branch of government; -Adopted: upon formal approval by the relevant government authority, the legal instrument has taken effect or become binding. <p>2.) The number of legal instruments (or revisions to such) should be disaggregated by the types of GBV that are addressed by each:</p> <ul style="list-style-type: none"> - Based on sex - Based on sexual orientation or gender identity (SOGI) - Based on sex and SOGI

Indicator	GNDR-6 Number of people reached by a USG funded intervention providing GBV services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other)
Definition	<p>This indicator is a count of the individuals served by GBV services.</p> <p>Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences between males and females. Forms of gender-based violence include, but are not limited to, domestic or intimate partner violence; rape as a weapon of war; sexual violence and abuse; female infanticide; psychological or emotional abuse; sexual harassment or violence in the workplace or in educational institutions; and harmful traditional practices including female genital mutilation/cutting, honor crimes, early marriage, forced marriage, bride kidnapping, and dowry-related violence; and violence based on sexual orientation or gender identity (SOGI).</p> <p>Examples of type of service include:</p> <ul style="list-style-type: none"> • Legal: Legal advice or accompaniment for survivors of GBV seeking protection or redress through the justice system; advice and assistance regarding divorce laws or restraining orders; remediation for property disputes, among others. • Health: Includes GBV screening, GBV referral programs that connect GBV survivors with appropriate psychosocial services, legal services, or economic support, and examination and treatment services for rape survivors. • Psycho-social counseling • Economic: Skills training or income-generation activities to help establish/re-establish livelihoods for survivors and their families. • Shelters: Activities to establish or rehabilitate centers where survivors of GBV can seek shelter, information, or services. • Hotlines <p><i>Individuals reached by mass media interventions are not counted in this indicator.</i></p>
Primary SPS Linkage	As a cross-cutting gender indicator, this indicator can be used to report on applicable activities under any of the Program Categories in the SPSD.
Linkage to Long-Term Outcome or Impact	This indicator will enable the USG to track progress in mitigating the harmful effects of GBV, which is a core part of the second over-arching outcome of USAID's Gender Equality and Female Empowerment Policy and is reflected in the USG Strategy to Prevent and Respond to Gender-Based Violence Globally. At the country level, this indicator will enable USG country teams, governments, implementing partners, and other in-country counterparts to help assess whether interventions are adequately addressing identified needs within the country based on the country’s baseline data on GBV, national strategy, and other information. It will also identify programmatic gaps by analyzing the number and types of people being reached by services/interventions.
Indicator Type	Output
Reporting Type	Number

Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy; U.S. National Action Plan on Women, Peace, and Security; and the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally, as well as Joint Strategic Plan reporting in the APP/APR, and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.
Reporting Frequency	Annual reporting
Data Source	Data to be collected and reported to the USG by implementing partners.
Bureau Owner	<u>Agency:</u> USAID <u>Bureau/Office:</u> PPL/P
Disaggregate(s)	By Sex: Male, Female

Indicator	GNDR-8: Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations
Definition	<p>This indicator is a count of the number of persons trained with USG assistance to advance gender equality or female empowerment objectives in the context of their official/formal role(s) within a public or private sector institution or organization.</p> <p>To be counted under this indicator, a person must have been trained in their role as an actor within a public or private sector institution or organization. Persons receiving training in their individual capacity, such as livelihoods training designed to increase individual or household income, should not be counted under this indicator. Public or private sector institutions or organizations include but are not limited to: government agencies forming part of the executive, judicial, or legislative branches; public and private health, financial, and education institutions; and civil society organizations such as rights advocacy groups, business associations, faith-based groups, and labor unions.</p> <p>To be counted under this indicator, persons must have participated in a training of at least 3 hours, with content designed to develop or strengthen the institution's/organization's capacity to advance gender equality or female empowerment objectives. Stand-alone gender trainings may be counted under this indicator, as well as trainings where gender is integrated within a broader sector training. In the latter case, the training must include a substantial focus on gender issues (e.g., gender issues are addressed throughout the training, there is a gender module that explores the relevant gender issues in depth, etc.).</p> <p>Examples of this type of training include:</p> <ul style="list-style-type: none"> -training judges on how to execute laws with gender-related implications or provisions such as a new law criminalizing domestic violence -training county officials on gender-responsive budgeting under a devolution project -training community health service workers in GBV referral and response protocols -training teachers or school officials on effective strategies for creating a safe learning environment for boys and girls -training political party leadership on effective ways to support and advance women's leadership in party structures and political processes -training legal aid society volunteers or paralegals in dispute resolution related to women's land and property rights -training for business association or financial institution representatives on strategies for creating products and services that address barriers to women's entrepreneurship
Primary SPS Linkage	As a cross-cutting gender indicator, this indicator can be used to report on applicable training activities under any of the Program Categories.
Linkage to Long-Term Outcome or Impact	This indicator measures a primary output of USG assistance efforts that seek to build the capacity of public and private sector institutions and organizations to support long-term, sustainable progress toward gender equality and female empowerment objectives across a wide range of sectors in which the USG provides assistance (e.g., access to justice, closing educational gaps, improving access to health services, addressing barriers to political participation).
Indicator Type	Output
Reporting Type	Number of persons trained
Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy; U.S. National Action Plan on Women, Peace, and Security; and the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally, as well as Joint Strategic Plan reporting in the APP/APR, and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.

Reporting Frequency	Annual reporting
Data Source	The primary data source for this indicator will be standard program reporting from implementing partners (e.g, quarterly, mid-term, or final reports). Data should be collected by implementing partners conducting relevant training in any sector (e.g. health, education, governance) and included in standard program reporting to the USG.
Bureau Owner(s)	Agency: USAID Bureau and Office: PPL/P
Disaggregate(s)	Sex: Male/Female

Indicator	GNDR-9 Number of training and capacity building activities conducted with USG assistance that are designed to promote the participation of women or the integration of gender perspectives in security sector institutions or activities
Definition	<p>This indicator counts the number of USG-funded activities that promote: the participation of women in security sector institutions and activities; the integration of gender perspectives, needs, and priorities in security sector initiatives or activities; or, the increased ability of individuals or institutions in the security sector to address the distinct needs and priorities of males and females.</p> <p>The activity will count under this indicator if the activity's primary objective is to accomplish the above objectives or if the activity contains the above objectives as a secondary objective (e.g., peacekeeping pre-deployment training event with a gender needs/gender-based violence (GBV) block of instruction). Security sector training initiatives include but are not limited to training events (i.e. workshops, courses, and seminars) as well as projects that produce tangible training documents (i.e. program of instruction (POI), manuals & publications).</p> <p>Examples of training activities:</p> <ul style="list-style-type: none"> • Instructional workshop for police units on appropriate methods for engaging with survivors of gender-based violence • Development of manual or action plan for engaging women in a national security sector reform agenda or initiative • Community outreach campaigns focused on improving women's access to security sector services (e.g., radio, television, newspaper or other outlets, including community meetings) <p>Examples of capacity building initiatives:</p> <ul style="list-style-type: none"> • Professional development or mentoring program for new female police or military personnel • Establishing procedures to assess and improve working conditions for female police officers
Primary SPS Linkage	This indicator is a standard gender indicator and links primarily to Program Areas PS.9 (Citizen Security and Law Enforcement) and DR.2.5 (Executive Authority - Security Sector (Civilian)); however, it also may be relevant for activities under other Program Areas.
Linkage to Long-Term Outcome or Impact	The output increases knowledge, skills, and awareness of those trained or participating in capacity building, thereby contributing to the intermediate objective of promoting the participation of women and integration of gender perspectives in security sectors and the long term result of inclusive, just, and sustainable peace.
Indicator Type	Output
Reporting Type	Number of activities
Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy; U.S. National Action Plan on Women, Peace, and Security; and the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally, as well as Joint Strategic Plan reporting in the APP/APR, and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.
Reporting Frequency	Annual reporting
Data Source	The primary data for this indicator will be provided by implementing partners and collected through review of relevant project/program documents (e.g. quarterly and final reports, project monitoring records) describing completed training or capacity building activities.
Bureau Owner(s)	Agency: USAID Bureau and Office: DCHA/PPM
Disaggregate(s)	None

Indicator	GNDR-10 Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance
Definition	<p>For this indicator, a peacebuilding process refers to formal (diplomatic or official) or informal (grassroots, civil society) activities aimed at preventing or managing violent conflict, resolving conflict or the drivers of conflict, and to sustaining peace following an end to violent conflict.</p> <p>This indicator is intended to capture the participation of local women in peacebuilding processes; to be counted in this indicator, women should be from the relevant conflict country, area, or region. This indicator does not count the participation of women in U.S. or other third-party delegations to peace processes.</p> <p>To be counted in this indicator, participants should have a substantive role in the peacebuilding process or initiative, meaning a participant has realistic opportunities to share information and represent her own perspectives or those of a group she represents; to help define issues, problems, and solutions; and to influence decisions and outcomes associated with the process or initiative. To the extent practicable, individuals should be counted only once per fiscal year under this indicator.</p> <p>Examples:</p> <ul style="list-style-type: none"> • persons serving on a local peace committee • persons representing a group or organization with official consultative status to a peace negotiation • person serving as an official delegate to a peace process
Primary SPS Linkage	This indicator is a standard gender indicator and links primarily to Program Areas PS.6 (Conflict Mitigation and Stabilization) and DR.3 (Political Competition and Consensus-Building); however, it also may be relevant for activities under other Program Areas.
Linkage to Long-Term Outcome or Impact	Women’s participation in peacebuilding activities is posited as an important mechanism for increasing the gender-sensitivity of processes and outcomes, and for improving the overall strength and sustainability of such processes by ensuring focus on a broader set of issues relevant to preventing, managing, and resolving conflict and by bringing the skills and capacities of women to bear in these processes.
Indicator Type	Output
Reporting Type	Number

Use of Indicator	Information generated by this indicator will be used to monitor and report on achievements linked to broader outcomes of gender equality and female empowerment and will be used for planning and reporting purposes by Agency-level, bureau-level and in-country program managers. Specifically, this indicator will inform required annual reporting or reviews of the USAID Gender Equality and Female Empowerment Policy; U.S. National Action Plan on Women, Peace, and Security; and the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally, as well as Joint Strategic Plan reporting in the APP/APR, and Bureau or Office portfolio reviews. Additionally, the information will inform a wide range of gender-related public reporting and communications products, and facilitate responses to gender-related inquiries from internal and external stakeholders such as Congress, NGOs, and international organizations.
Reporting Frequency	Annual reporting
Data Source	The primary data for this indicator will be provided by implementing partners and collected through review of relevant project/program documents (e.g. quarterly and final reports, project monitoring records); however; analysis of secondary data (e.g. newspapers, records of proceedings) or direct observation of processes by post also may also be useful.
Bureau Owner(s)	Agency: USAID Bureau and Office: DCHA/PPM
Disaggregate(s)	None