

IMPLEMENTATION OF GENDER AND AGE MAINSTREAMING MEASURES

Indicator Phrasing

English: % of planned gender and age mainstreaming measures that were implemented throughout the project

French: % des mesures d'intégration des questions de genre et d'âge prévues qui ont été mises en œuvre tout au long du projet

Portuguese: % de medidas de integração das questões de género e idade que foram implementadas ao longo do projecto

Czech: % plánovaných "gender and age mainstreaming" opatření, která byla v průběhu projektu zrealizována

What is its purpose?

This indicator measures the extent to which the planned gender and age mainstreaming measures were implemented. It is one of the key gender and age mainstreaming indicators.

How to Collect and Analyse the Required Data

Determine the indicator's value by using the following methodology:

- 1) **List the gender and age mainstreaming measures** planned to be used in the project. Such measures should be informed by a gender and age analysis.
- 2) For each measure, **define criteria** based on which you can conclude that the measure was implemented adequately. This is important to avoid reporting a poorly used measure as "implemented".
- 3) **Give each measure a "weight"** that signifies its importance. For example, the most impactful measures can have a score of 3, while the relatively least impactful can have a score of 1. Weighting will help you avoid giving the same importance to completely different measures.
- 4) Review documents and interviews with relevant staff and other evidence to **assess which measures were adequately implemented** (i.e. the criteria defined in point 2 above were met).
- 5) **Sum up the scores** of the measures that were used.

6) **Determine the indicator's value:**

- sum up the scores of the measures that were adequately implemented (e.g. the total score is 15)
- divide the result by the maximum achievable score, if all the measures were adequately implemented (e.g. if 30 was the possible maximum, then $15 / 30 = 0.5$)
- multiply the result by 100 to convert it to a percentage (e.g. $0.5 \times 100 = 50\%$)

Important Comments

1) This indicator can include mainstreaming measures defined based on a gender and age analysis and 'standard' measures an organization promotes across its programming.

2) Remember that assessing the extent to which the measures were used is as important as the result. Once the criteria are defined (point 2 above), **consider involving relevant staff in determining the extent to which the criteria were met**. This can help identify the main strengths and weaknesses in how they mainstreamed gender and age and increase their ownership of the results.

3) For different reasons, staff might find it difficult to accurately recall which measures were planned initially and how they were implemented. Therefore, **ensure that this information is well-documented** alongside other monitoring data.