



# Gender-sensitive monitoring and evaluation system

Indicators, tools and processes

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Authored by: Milena BOBOLINSKA

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## Foreword

**The gender-sensitive monitoring and evaluation system** for the overall work of the Balkan Rural Development Network (BRDN) is prepared as part of the project “Support to BRDN in institutional development to Revive Rural Communities in the Western Balkan”, which is financed by We Effect.

The **objective of the assignment** is to prepare a gender sensitive Monitoring and Evaluation (M&E) System for the overall work of BRDN, that will be used to measure and assess the effects of the BRDN work, as well as to set-up the ground base for data gathering which will provide evidence on the risks, lessons learnt and possibilities for introduction of new activities towards achievement of the BRDN’s objectives. To do so, the gender-sensitive M&E system offers indicators, tools and processes that will be used to measure whether a project has been implemented according to the plan (monitoring) and is having the desired result (evaluation). The Monitoring and Evaluation System has integrated gender aspects, meaning it enables to take into account and assess the impact of the projects and programs on both women and men and to reveal whether a program or a project addresses the different priorities and needs of women and men.

The effective gender-responsive monitoring and evaluation includes both qualitative and quantitative data that will measure the impact on gender relations. This implies that all data should be collected, presented and analyzed in a sex-disaggregated manner.

The Monitoring and Evaluation system will provide specific monitoring and evaluation tools which can further be adapted in accordance with the specifics of the projects.

The following deliverables are prepared as part of the assignment:

- Defined and distinguished specifics between monitoring and evaluation;
- Developed gender sensitive M&E system for the overall work of BRDN – contains theoretical element on the subject, as well as practical guidelines and tools for implementation of gender-sensitive M&E systems;
- Designed specific gender sensitive monitoring and evaluation indicators, tools and processes which can further be adapted in accordance with the specifics of the projects implemented by BRDN (Annex 1 of the gender sensitive M&E system).
- Developed Monitoring and evaluation matrix for measuring the effects of the implemented activities for 2021/2022 within the project “Support to BRDN in institutional development

to Revive Rural Communities in the Western Balkan” (Annex 2 of the gender sensitive M&E system).

## Introduction

A monitoring and evaluation system ensures that the project is being efficiently implemented, effectively achieving the set objectives and that it reaches the intended target group. A gender-sensitive monitoring and evaluation system is useful in identifying and integrating gender issues in the project cycle to ensure that the different needs of men and women have been efficiently and effectively addressed.

Mainstreaming gender-sensitive M&E system in rural development and management projects helps to assess the extent to which the project has addressed different needs of men and women and what impact the project has made on their well-being. It facilitates the progress monitoring, as well as identification of main hindrances in the project implementation. The M&E makes possible to undertake duly corrective and risk-mitigating measures, including (re)design or even introduction of new activities at different stages of implementation. In this process, it is important that institutional capacity is built up to integrate gender concerns into all phases of the project life cycle, i.e., project planning, design, implementation, monitoring and evaluation.

This *Gender-sensitive M&E System* considers the impact of gender on the rural development and management projects, target population(s), and results. It integrates gender in all aspects of the M&E plan, including the conceptual framework, logic model, indicators, and data gathering, analyses and use.

Gender-specific *monitoring*:

- Measures gender-specific outputs;
- Tracks progress of gender-specific elements of a programme/project;
- Disaggregates data collection and analyses;
- Collects data on attitudes and behaviour that reflect gender norms.

Gender-specific *evaluation*:

- Measures impact on outcomes that relate to gender-specific programming;
- Identifies elements that address gender equality;
- Uses data to demonstrate progress and impact.

The integration of gender in Monitoring and Evaluation systems, ensures that:

- Gender is addressed in programs / projects in a measurable way;
- There is evidence to:
  - Raise awareness about gender inequity;
  - Work for change;
  - Address the gender dimensions of rural development;
- Programme / project progress and impact are visible.

This toolkit aims to integrate a gender perspective in the monitoring and evaluation (M&E) activities, measures, and reporting of the BRDN Strategy. It is designed for use by the BRDN network members, while working on various projects. The toolkit will support the BRDN members to integrate gender in their programs, projects, and M&E activities. Its objectives are:

- To set-up the ground base for data gathering;
- Provide evidence on risks, lessons learnt and possibilities for introduction of new activities;
- Offer indicators, tools and processes that will be used to measure whether a project has been implemented according to the plan (monitoring) and is having the desired result (evaluation).

## Monitoring and Evaluation – General Characteristics

Monitoring – What is it, and why it is important?

**Monitoring** is a function of the management of an organisation or project, the goal of which is to determine the progress of project implementation in relation to the plan through regular collection and analysis of data. The monitoring provides information on the progress in the implementation of the activities, utilisation of the planned resources, and is assessing the achievement of the planned project results.

The project management team oversees the project's progress in terms of *expenditure, resource utilization, implementation of activities, attainment of results and risk management*.

Monitoring is a control mechanism that will help the BRDN management to collect and analyse data on the implemented project activities and their relevance to the Strategic objectives and results. Thus, monitoring enables objective verification of the achieved results, and will support the BRDN in strategic management and decision-making process, as well as in the successful implementation of the Strategy.

Regular monitoring is an excellent opportunity to determine the progress of the project, to harmonize the content of the progress reports and to define the necessary follow-up actions. Additionally, monitoring as a continuous learning process enables the accumulation of organisational knowledge and experience, which will be available in the process of planning of the next development strategy and/or the next phases of the existing project or of new projects.

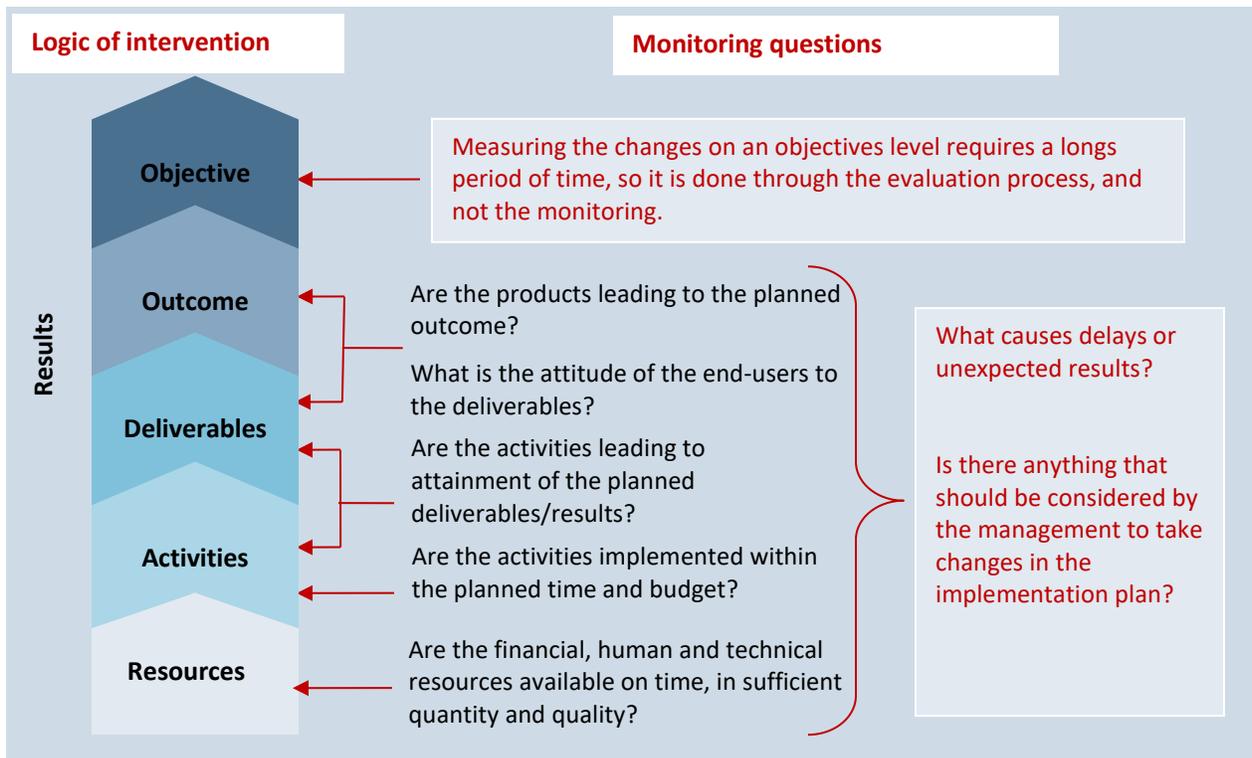


Figure 1: Logic of intervention and monitoring questions

In order to conduct the monitoring, it is necessary to take into account the strategic tenets, their indicators and the sources of verification.

Figure 2 summarizes the monitoring issues as they relate to the objectives of the logical framework (strategic tenets). It can be seen from that monitoring as a process is more relevant for the lower levels of the intervention logic (results, activities and resources), and not so much to the objectives. The reason for this is that the results and objectives require more time to review and assess the changes and impact achieved, and is not always easily measurable.

## Evaluation – What is it, and why it is important?

**Evaluation** represents assessment of the *efficiency, effectiveness, impact, relevance and sustainability* of a project / programme. The aim of the evaluation is to determine the relevance and fulfilment of objectives, development, impact and sustainability. It is usually carried out by an independent, third party, in order to give an objective picture of the aforementioned achievements. As a document, the report and the evaluation findings serve not only the management, when planning and implementing existing and future projects and strategic

development documents, but also the donors, for the justification of the project and the effects of its implementation.

The evaluation should provide data that is useful and enables the lessons learned to be incorporated into the decision-making processes, both by the project implementers and by the donor.

Some generic evaluation questions are summarised below in the figure 3. From the review, it can be concluded that the focus of the evaluation is on what has been achieved with the implemented project / programmes, what is the impact and what differences are made from the initial one in relation to the situation after the completion of the project / programme.

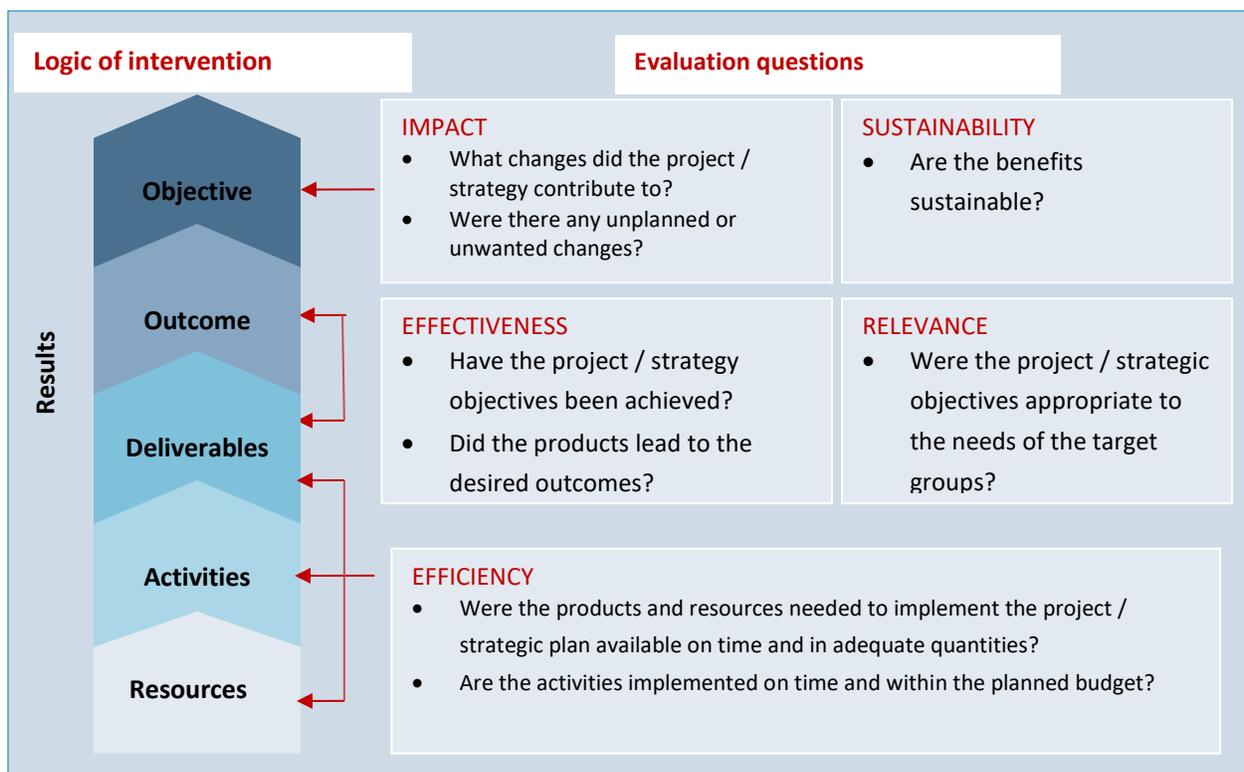


Figure 2: Logic of intervention and evaluation questions

Unlike monitoring, which focuses on analysing and monitoring what is happening with the project / strategy implementation, the evaluation assesses how well the strategic objectives have been implemented and what is the achieved impact and changes.

Key evaluation criteria are:

- **Relevance** – the adequacy of the strategic goals to the problems to be focused on and solved, taking into account the external and political environment in which the strategy / project is implemented.
- **Efficiency** – to analyse whether the strategic / project results were achieved at a reasonable price, i.e. whether there were more efficient ways to implement the planned activities and deliver the same results.
- **Effectiveness** – assessment of the extent to which the delivered results contributed to the achievement of the strategic / project goals.
- **Impact** – the effects that the strategy / project has had on the wider environment, as well as its contribution to policies and wider national and global development goals.
- **Sustainability** – an assessment of the likelihood that strategy / project effects will persist after support if finished.

Therefore, the evaluation is a summary and analysis of what is planned in terms of the achieved impact.

## Differences between Monitoring and Evaluation

The table below summarizes the key differences between monitoring and evaluation:

	Monitoring	Evaluation
<b>Who?</b>	The management of the organisation	External independent evaluator
<b>When?</b>	Continuously	Periodically – mid-term, at the end, other
<b>Why?</b>	Progress monitoring, undertaking corrective measures, and updating the implementation plan; It affects every day decisions, which fact enables flexibilization of operational planning; It enables modification of budget-approved items or resources by indicating goal compliance;	Identifying lessons learnt, and applying them to the planning process of their strategic documents / projects; Ensures accountability; It affects the longer-term decisions, and it generally constitutes the basis for the annual planning process and future projects; It affects future planning of budgeted resources, being able to determine the timeframe of the project, as in the cases where the extension or termination of a project is intended;

	Monitoring	Evaluation
<b>What?</b>	Resources, activities and results; Implementation and technical offer represent the level of monitoring analysis.	Results, specific objectives and overall objective(s); The evaluation analyses the vision, mission, objectives, strategies, and other essential aspects.
<b>For whom?</b>	The information generated is designed to be used inside the organizational management team.	The information generated is useful both internally and externally, particularly to financial organisations, donors, counterparts, and the participating target groups and beneficiaries.

## Gender-Sensitive Monitoring and Evaluation

### Design of a gender-sensitive monitoring and evaluation system

The implementation of a participatory gender-sensitive monitoring and evaluation system consists of the following basic steps:

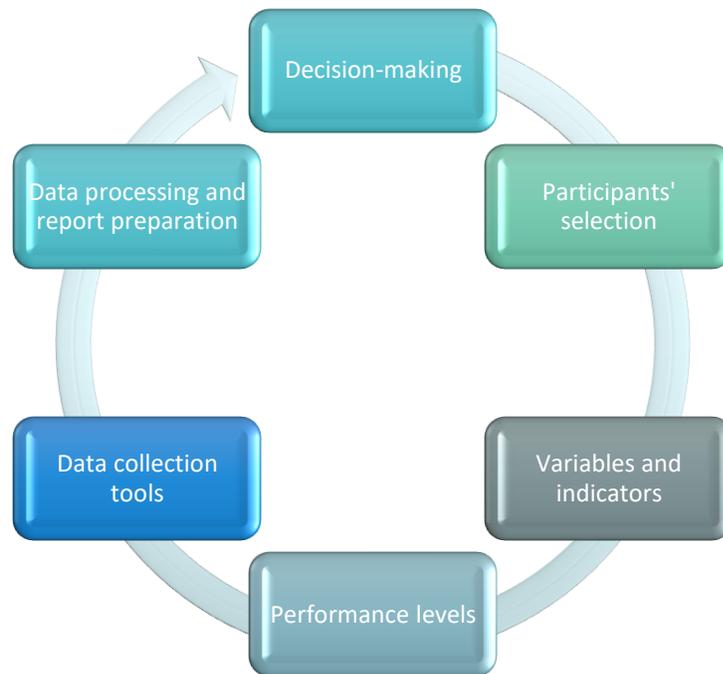


Figure 3: Steps towards implementation of gender-sensitive M&E system

The characteristics of every step of the system, are summarized below:

1. **Decision-making** – The decision-making step involves more than just establishing a data collection system; it involves the organisation of an institutional gender-sensitive monitoring and evaluation system, allocation of resources, and preparation for the processes.
2. **Participants' selection** – this step refers which stakeholders should be engaged in the data-collection, and consequently in the overall monitoring and evaluation process. The organisations' representatives that will lead the process, who will be consulted in the process, and who will use the gathered data, should also be identified and mapped at this point.
3. **Variables and indicators** – depending on the desired change and outcome the project / strategy aims to deliver, qualitative and quantitative indicators should be carefully planned. When designing the project / strategy indicators, it should be considered that they can be verified, and that they are feasible (not too expensive for the organisation to be able to carry them out);

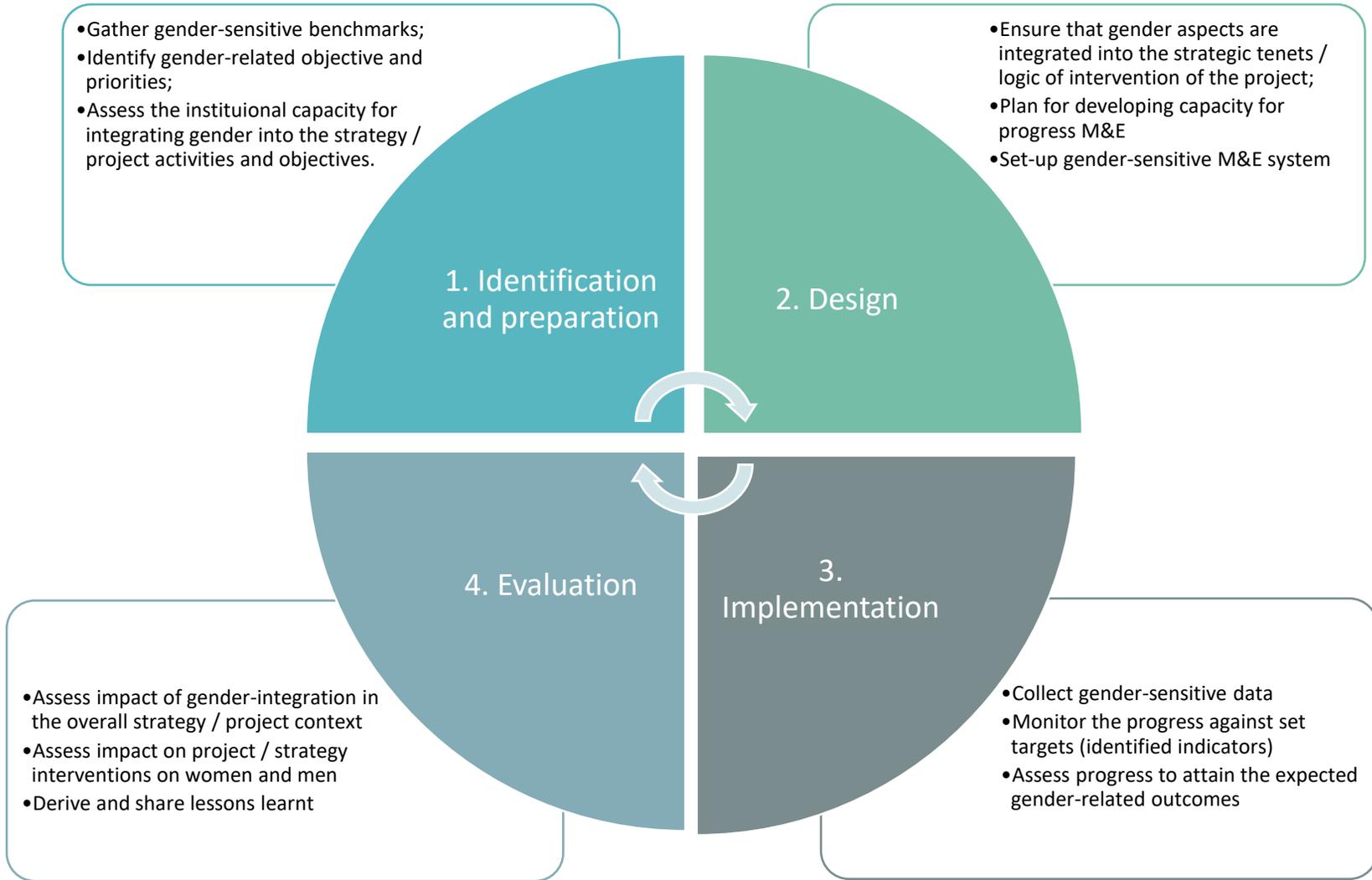
4. **Performance levels** - For each indicator chosen, be it for monitoring or evaluation purposes, a performance scale needs to be determined. This entails determining the best and worst score. The RAG<sup>1</sup> rating system is one of the most commonly used, where **red** indicates the project objective / result is at risk (the performance is blocked or is moving down), **green** indicates normal levels of performance and **amber** indicates that performance has slowed, and attention is needed (there is risk of delay).
5. **Data collection tools** – To identify or analyse the outcome or impact of a project / strategy interventions, data should be collected and disaggregated by sex. The selection of data collection mechanisms and tools depends mainly on the indicators chosen, the availability of time and resources, the skills of the team, as well as the available technology. To obtain better quality and useful information, it is important to identify the most appropriate moment to gather the data that provides the best information about the chosen indicator. Some key questions that can be used for data collection purposes are:
  - a. Who has the information?
  - b. What information do you need to gather?
  - c. What do you need to gather the information?
  - d. How will you gather the information?
  - e. How frequently and who will gather the information?
  - f. How and where will the data be recorded and analysed?
  - g. How will women’s participation and empowerment be strengthened?
  - h. Does the mechanism promote women and girl empowerment?
6. **Data processing and report preparation** – the reports prepared from the gathered monitoring / evaluation data generate information for decision-making purposes, determine the necessary changes and corrective measures, and evaluate the effectiveness, relevance and efficiency in delivering the project / strategy results and objectives.

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<sup>1</sup> Red, amber, green

# Integrating gender aspects into the project life-cycle

The good international practices show that effective gender-sensitive monitoring and evaluation system requires that the following key activities are undertaken at different points of the project life-cycle (Figure 4).



## Project identification and preparation

The following should be considered when mainstreaming gender aspects into a project / strategy identification and preparation phase:

- Assess institutional capacity for integrating gender concerns into project / strategy planning, design, implementation, monitoring and evaluation.
- Provide training on gender and rural development for all BRDN members, so as to install the concept that gender is a core concern of all BRDN projects and actions.
- Capacity building training for integrating gender concerns as well as monitoring and evaluation.
- Train 'social mobilizers' to reach out to women in cultures and rural areas where there is limitation for male staff to interact with women.
- Data gathered through various studies, analysis and research covers gender aspects, and is mainstreamed in the design and implementation phases of BRDN strategies and projects.

## Project design

The following aspects should be taken into account to integrate gender aspects into a project / strategy design phase:

- Weaknesses and development objectives from gender perspective that have been identified with the previous phase, should be considered and built / integrated into the future strategies and projects that are being designed.
- Involve men and women in technical design process in order to verify if the relevant questions on gender relations, differences and empowerment have been addressed and how they can be integrated into the design.
- If possible, consider women-only groups, to address needs and reflect circumstances of rural areas and challenges where women are socially marginalised.
- Involve stakeholders in defining monitoring indicators.
- Arrange data management, frequency of data collection for progress monitoring and responsibility to do so.

## Project implementation

The following should be considered during project / strategy implementation to ensure gender aspects are safeguarded and mainstreamed as planned:

- Provide gender awareness training to the target group and specific training for rural women as part of the empowerment process.
- Involve both men and women in planning of the implementation and the actual delivery of strategic / project results, in order to get their knowledge and suggestions integrated into the implementation process.
- Facilitate rural women's link to other socio-economic support structures.
- Network and cooperate with other women's organisations, grassroots NGOs, cooperatives, and formal and informal networks, particularly those working on rural development and women empowerment, to share ideas.
- Ensure that gender-sensitive and sex-disaggregated data are being collected and that they are fed back on a timely basis so as to make necessary course correction.

## Project evaluation

During the project evaluation phase women and men should be involved to evaluate the benefits from the attained project / strategy results. All stakeholders should understand the benefits of their participation.

## Annex 1 – Monitoring and evaluation indicators, tools and processes (general)

### Annex 1a – General monitoring and evaluation gender-sensitive questions

#### What is gender-sensitive monitoring and evaluation (M&E)?

##### **Monitoring**

- Uses indicators that measure gender-sensitive outputs
- Uses indicators that track progress of gender-sensitive elements of programming
- Disaggregates data collection and analyses by gender and age, at a minimum
- Collects data to measure gender outcomes, such as attitudes and behaviour that reflect gender norms

##### **Evaluation**

- Identifies elements that address gender norms and gender equality
- Measures impact on outcomes that relate to gender-sensitive programming
- Uses data to demonstrate progress and impact; influences demand for richer data

#### Issues to consider when selecting gender-sensitive indicators

- Are the indicators disaggregated by gender, ethnicity, age, level of education, employment and socioeconomic status, etc.?
- Is there baseline data on women and men of different demographics?
- Are there specific indicators to measure changes in gender norms and values, gender relations, access to services and resources, and power and other inequalities?
- Is there a systematised way to collect and analyse information on a regular basis?
- Does the project / strategy have policies on what to do when M&E data reveal gender inequities?
- How do gender-sensitive objectives link to impact on rural development and socio-economic empowerment of rural women?

## Sample gender-sensitive M&E questions, that support indicators' formulation

### Output-related questions:

- To what extent are the planned gender-sensitive activities achieved/implemented?
- Do men and women, participate equally in the implementation of the project / strategy?
- What percentage of project implemented and correlated to the BRDN strategy, have integrated gender-sensitive aspect (% of total number of activities and allocated budget)?
- What percentage of the national member organisations' have received training on gender-sensitive issues in the rural development?

### Outcome-related questions specific to gender:

- Have there been changes over time in gender norms (e.g., norms related to women social participation, women role in family and in decision-making, and other norms relates to rural women's status in society)?
- Have there been changes in rural women's access to and control of social and economic resources?
- Have there been changes in male participation in housework and child care?
- Have the instances of rural women unemployment and socio-economic marginalisation decreased because of the programs / projects implemented?
- Have the instances of rural women domestic workload and unpaid care work for family members (children and elders) decreased because of the programs / projects implemented?
- Has the gap in entrepreneurship and business ownership / management between men and women decreased?

### Impact-related questions on rural development status:

- Has there been a change over time in the total rural women's economic activity?
- Has there been a change in socio-economic empowerment of rural population? Does it differ by gender?
- Has there been a change in level of education and employment of rural population? Does it differ by gender?

Human and financial resources for evaluations are usually limited. Therefore, the evaluation questions should be carefully selected, while considering the following:

- **Specificity:** What questions are BRDN members, donors and other relevant key stakeholders asking?
- **Utility:** What questions will provide information that will be most useful in helping with strategy / project improvement and success?
- **Feasibility:** How much time and human and financial resources are available for the evaluation? What questions are easier or more feasible to answer?

Overarching questions that should be answered by an evaluation:

- Are we doing the right things?
- Are we doing those things right?
- Is the intervention working?
- Is the program worth the cost?
- What explains the observed results?

### Steps for building a gender-integrated results framework

#### Step 1

- What are the gender-sensitive results you are aiming to achieve with your strategy / project?

#### Step 2

- What essential activities should you plan and implement, to reach out your strategic / project objectives?

#### Step 3

- Reexamine the activities planned with the strategy / project; ensure they correlate to the new gender-sensitive results and decide if they should be changed. If so, determine the additional required resources.

Annex 1b – Comprehensive monitoring and evaluation questionnaire, with mainstreamed gender-sensitive M&E questions

This comprehensive M&E questionnaire gathers data for analysis in relation to the following issues:

- Process of project implementation;
- Results / outputs;
- Outcome / impact;
- Sustainability;
- Financial planning and management;
- Visibility, communication and other quantitative indicators;
- Lessons learnt.

**Evaluation questions related to the process of project implementation**

1. Were the activities being performed as planned?

Not at all      1                      2                      3                      4                      5                      Absolutely

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2. Did the project reach the intended target population?

Yes              No              Somewhat/moderately

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a. Did the project manage to engage equally women and men?

Yes              No              Somewhat/moderately

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b. What did the project team do to facilitate equal women participation?

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3. How satisfied were the participants with their involvement in the project?

Not at all      1      2      3      4      5      Very satisfied

a. Does the gender-disaggregated data show difference between the level of satisfaction between women and men?

Yes       No       Somewhat/moderately

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4. Did you modify any of the planned activities, in order to work better? If yes, explain reasons and outcome of the action.

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5. Did you modify any of the planned activities, in order to adjust them to female participants and enable equal opportunities for participation for both, women and men? If yes, explain reasons and outcome of the action.

Yes       No       Somewhat/moderately

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6. How would you evaluate your cooperation with the BRDN management, with regards to responsiveness and support in delivering of the strategy results and objectives?

Unsatisfactory      1      2      3      4      5      Excellent

7. How would you evaluate the applied methodology for implementation of the project?

Irrelevant      1      2      3      4      5      Fully compatible

8. What are the key lessons learnt from the project implementation?

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**Questions related to project results/outputs:**

9. Which thematic/strategic areas did the BRDN strategy had influence on:

- Sustainable development, environmental protection and climate change
- Socio-economic development
- Education
- Social policies and services
- Youth work and policies
- Economic empowerment of women
- Volunteering
- Networking and international cooperation
- Lobbying and advocacy
- Evidence-based policy development

10. Did the strategy reach the intended target groups?

- Yes      No      Somewhat/moderately

Please explain what did you do, to foster women and youth participation?

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11. Describe the major obstacles and problems encountered, to reach the target participants, with focus on women and youth.

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12. Did you deliver the planned products with the implemented activities?

- Yes   
  No   
  With small deviations   
  With big deviations

Please explain how do the contribute to women and youth empowerment?

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13. Were there any unexpected products? Please explain.

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**Evaluation questions related to outcome/impact**

14. Were strategy objectives realistic, given the time and budget allocated, the baseline situation and institutional context?

Not at all   
 \_\_\_\_\_ 1                  2                  3                  4                  5                  \_\_\_\_\_ Absolutely realistic

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15. Did the strategy target groups experience any change in:

	Yes	No	Maybe
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. What are the effects of the strategy on the BRDN's development and recognition?

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17. Which of the initially identified needs did the strategy managed to meet, and which ones still exist? Please explain.

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18. Were there any other target groups' needs that the strategy did not anticipate, that were identified later on, during the its implementation? Explain which ones and how did you approach those, what did you do, and what should be additionally done. Please refer specifically to any gender or youth empowerment needs and constraints.

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19. How would you describe from today's perspective, the long-term impact of the strategy?

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**Questions related to sustainability**

20. Were there any social or policy factors that influenced positively or negatively the sustainability of the strategy results and impact? Please explain.

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21. Was there sufficient stakeholder commitment to implement and support the sustainability of the strategy? Please explain.

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22. To what extent is the continuity of the strategic results and their impact dependent on continued financial support? Will adequate financial resources be made available to ensure continuity? Please explain.

Independent — 1 — 2 — 3 — 4 — 5 — Absolutely dependent

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23. To what extent is the sustainability of the results, dependent on national and/or local institutional framework and governance? Please explain your answer.

Independent ————— 1                      2                      3                      4                      5                      Absolutely dependent

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24. Has the strategy promoted institutional change, change in behaviour, policy changes, new opportunities or follow-up support? Please explain and refer specifically to any gender and youth-related issues.

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**Questions related to financial planning and management**

25. Sufficient financial resources were made available and disbursed in a timely manner.

Absolutely disagree ————— 1                      2                      3                      4                      5                      Fully agree

26. Administrative processes such as staff recruitment and procurement of services are conducted efficiently and in a timely manner.

Absolutely disagree ————— 1                      2                      3                      4                      5                      Fully agree

**Visibility, communication and other quantitative indicators**

27. Response rate of the beneficiaries to the offered training and strategy services

Impossible to meet target ————— 1                      2                      3                      4                      5                      Significantly higher interest

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28. Participants' level of satisfaction of engagement in strategic activities

Not at all      1                      2                      3                      4                      5                      Very satisfied

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a. Does the gender-disaggregated data show difference between the level of satisfaction between women and men?

Yes               No               Somewhat/moderately

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**Evaluation questions related to alternatives and lessons learnt**

29. What could have been done differently to complete the strategy more effectively? Please explain and refer specifically to any gender and youth-related issues.

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30. What key changes should have been made to the strategy action plan to enhance the achievement of the results and objectives?

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31. What are the lessons learnt for the future?

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32. What should be considered for the next strategic period?

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## Annex 1c – General monitoring and evaluation gender-sensitive indicators

### What is an indicator?

An indicator is a variable that measures one aspect of a programme or project that is directly related to the program's objective, outcome and outputs.

Indicators should be **SMART**:

- **Specific**
- **Measurable**
- **Achievable / Available** (resources)
- **Realistic / Relevant** (to the needs)
- **Time-bound**

### Why are indicators important?

Indicators provide M&E information crucial for decision making at every level and stage of strategy / project implementation.

Indicators can be grouped as:

- **Input indicators** - Indicators that measure the specific resources that are required to carry out a project or strategic activities.
- **Output indicators** - Indicators that measure the immediate results obtained by the strategy / project.
- **Outcome indicators** – Indicators that measure change in the outcome, i.e. whether the change was in the desired direction and whether this change signifies strategic/ project “success.”
- **Impact indicators** – describe progress made towards higher-level goals. “Impact indicators provide an important mechanism for coordinating services with those working on similar projects and can illustrate the connection between your project and the priorities of other...”<sup>2</sup>.
- **Risk/enabling indicators** – measure the influence of external factors on the project / strategy.

## How are indicators measured?

Indicators may be either quantitative or qualitative.

- **Quantitative** indicators are numeric. They are presented as numbers or percentages, ratios, or the results of other calculations.
- **Qualitative** indicators are descriptive observations. They may be used to supplement the numbers and percentages provided by quantitative indicators. They complement quantitative data by adding a richness of information about the context in which the program has been operating.

### Rural Score Card: Assessing Rural Well-being through a Gender Lens<sup>3</sup>

The Rural Score Card is a composite set of indicators that can be used to measure progress in achieving overall rural well-being in a given country. The Score Card is useful in policy dialogues with client countries in focusing attention to areas of need.

The Rural Score Card uses poverty reduction goals to set the indicators of rural well-being and takes into account the expanded connotation of poverty that includes lack of basic needs, services and capacities. It also recognizes vulnerability, powerlessness, and inequality as key aspects in poverty which are intricately associated with gender issues in rural development.

The framework for the Rural Score Card identifies five specific outcomes of poverty reduction initiatives in rural areas. The corresponding gender-related issues and indicators are useful in assessing how the poverty reduction initiatives address the needs of both men and women.

Outcome	Gender-related Issues and Indicators
<b>The proportion of the rural population with incomes below the poverty level is reduced</b>	<ul style="list-style-type: none"> <li>• Rural population below poverty line (%) by sex</li> <li>• Average income in rural households –male-headed and female-headed</li> <li>• % of men and women with income below \$1 a day</li> </ul>
<b>Social and physical well-being is improved</b>	<ul style="list-style-type: none"> <li>• % of population with access to safe water and fuel</li> <li>• % of rural population with access to sanitation</li> <li>• % of rural population with access to healthcare</li> </ul>

<sup>3</sup> <https://www.ndi.org/sites/default/files/Handout%20%20-%20Integrating%20a%20Gender%20Dimension%20into%20Monitoring%20and%20Evaluation.pdf>

Outcome	Gender-related Issues and Indicators
	<ul style="list-style-type: none"> <li>• % of rural population with access to and use of childcare services</li> <li>• Access to rural roads and transport</li> <li>• Division of labour in fuel and water collection by sex</li> <li>• Rural fertility rate (average number of births per woman)</li> <li>• Under-five mortality rates, males and females (International Development Goal)</li> <li>• Malnutrition prevalence (% of children under 5)</li> <li>• Rural HIV prevalence (number by sex) (International Development Goal)</li> </ul>
<p><b>Human development is fostered</b></p>	<ul style="list-style-type: none"> <li>• % of rural women with access to formal education</li> <li>• Net primary enrolment ratio, males and females (International Development Goal)</li> <li>• Changes in men-women ratio in literacy (15-24 years old) (International Development Goal)</li> <li>• Men’s and women’s access to different types of training</li> <li>• Women’s access to information</li> </ul>
<p><b>Equity is fostered</b></p>	<ul style="list-style-type: none"> <li>• Men’s and women’s access to productive resources</li> <li>• Women’s legal position in inheriting and acquiring lands; gender gap in ownership of agricultural land (% of farms in individual ownership owned by women)</li> <li>• Women’s access to credit; average size of loans to women and men</li> <li>• Men’s and women’s time-use in household and farming activities</li> <li>• Men’s and women’s access to technology and support services in agriculture</li> <li>• Men’s and women’s capacity to adopt improved technology</li> <li>• Women’s role in decision making in family and farming activities</li> </ul>

Outcome	Gender-related Issues and Indicators
	<ul style="list-style-type: none"> <li>• Women’s roles in cooperatives, in local planning and decision making</li> <li>• Women in leadership positions in village/community level</li> <li>• Women’s control over income and other household resources</li> <li>• Employment in agriculture-ratio of females as a % of female labour force to males as a % of male labour force</li> <li>• Contribution of different household members to the household economy</li> </ul>
<b>Food security is enhanced</b>	<ul style="list-style-type: none"> <li>• Productivity increase in men and women farmers’ fields</li> <li>• Per capita food availability –women’s and girls’ access to food</li> <li>• Availability of food in female-headed households</li> <li>• Availability of animal protein in diet</li> </ul>

Annex 1d – Monitoring and evaluation matrix for measuring the effects of the strategic results/objectives

**Project title:**

Specific goal/Results	Success indicators	Sources of verification <sup>4</sup>	Baseline value	Target value	Degree of achievement (the performance is blocked, performance has slowed, normal levels of performance)	Responsible person	Period of data collection:	Follow up needed? (by whom, by when) / Comments

<sup>4</sup> Should be submitted as support documentation and material to the final narrative report

## Annex 2 – M&E Matrix for measuring the effects of the implemented activities for 2021/2022 within the project “Support to BRDN in institutional development to Revive Rural Communities in the Western Balkan”

**Project title:** *Support to BRDN in institutional development to Revive Rural Communities in the Western Balkan*

Outputs (Op)	Success indicators	Sources of verification	Baseline value	Target value	Degree of achievement (the performance is blocked, performance has slowed, normal levels of performance)	Responsible person	Period of data collection:	Follow up needed? (by whom, by when) / Comments
Op 1.1 Strengthened structures for implementation of BRDN operational activities	Developed gender-sensitive M&E system # of trained participants of the working group for research and analysis (gender disaggregated data)	Copy of the gender-sensitive M&E system  Training agenda, invitation to participants, participant lists, and evaluation lists						
Op 1.2.: Developed organizational capacities of the National Networks – members of BRDN	# of EU CAP trained participants (gender disaggregated data) # LEADER event participants (gender disaggregated data) Prepared organisational strategy and action plan or the BRDN member networks	Agenda, invitation to participants, participant lists, and evaluation lists  Copy of the organisational strategy and action plan or the BRDN						

Outputs (Op)	Success indicators	Sources of verification	Baseline value	Target value	Degree of achievement (the performance is blocked, performance has slowed, normal levels of performance)	Responsible person	Period of data collection:	Follow up needed? (by whom, by when) / Comments
		member networks						
Op 2.1: Strengthened advocacy and lobbying capacities of BRDN	Prepared regional analysis on social entrepreneurship in WB countries. # of consulted / interviewed individuals for preparation of the analysis (gender disaggregated data)	Copy of the Regional analysis on social entrepreneurship in WB countries  Questionnaires, participants' list at forum groups, other relevant						
Op 2.2: Organized joint regional BRDN events for advocacy and lobbying	# of participants at the Regional Rural Development Policy Forum (gender disaggregated data)	Agenda, invitation to participants, participant lists, and evaluation lists						
Op 3.1: Developed skills for gender mainstreaming and advocacy and lobbying for gender equality	# of success stories for promotion of rural women empowerment developed (per country) # of viewers of the promotion stories (gender disaggregated)	Copy of the success stories for promotion of rural women empowerment developed Press-clipping, number of visitors/viewers per published video						

Outputs (Op)	Success indicators	Sources of verification	Baseline value	Target value	Degree of achievement (the performance is blocked, performance has slowed, normal levels of performance)	Responsible person	Period of data collection:	Follow up needed? (by whom, by when) / Comments
	Prepared general gender equality policy document # of national event for rural women day organised # of participants (gender disaggregated data)	Copy of the general gender equality policy document Agenda, invitation to participants, participant lists, and evaluation lists						
Op 4.1: Enhanced the internal and external communication of BRDN	Prepared strategy for communication, promotion and visibility # of participants at the regional LEADER event (gender disaggregated) # of participants at the Rural Youth Camp (gender disaggregated) # of participants at the BRDN General Assembly (gender disaggregated) # of gender-sensitive articles published at the BRDN e-bulletins	Copy of the strategy for communication, promotion and visibility Agenda, invitation to participants, participant lists, and evaluation lists						
Op 4.2: Promotion of BRDN at international level	# of BRDN participants at international events	Agenda, invitation to participants,						

Outputs (Op)	Success indicators	Sources of verification	Baseline value	Target value	Degree of achievement (the performance is blocked, performance has slowed, normal levels of performance)	Responsible person	Period of data collection:	Follow up needed? (by whom, by when) / Comments
	(gender disaggregated)	participant lists, and evaluation lists						