

TOOL 3.15

Sample Indicators for Monitoring and Evaluating the Gender Mainstreaming of Infrastructure Companies' Community Engagement and Community Initiatives

- » **GOAL:** Develop indicators to adequately measure and evaluate gender aspects of infrastructure projects and community initiatives
- » **TARGET UNITS:** Community Engagement, in partnership with Independent Gender Expert

Table 3J provides examples of indicators to measure the gender sensitization of your community engagement activities and community initiatives. The indicators vary in scope, from micro-level changes easily attributed to your company's interventions to measures that assess larger, community-wide poverty metrics.

In designing your measuring instrument, try to keep your focus on indicators that measure changes directly attributable to your interventions. Otherwise, there is a risk of going too broad, which might yield a generalized assessment of the local poverty situation but not insights on the effectiveness of your specific engagement initiatives.

Note that the table references "participants" rather than "community members" as a way to define individuals in the community who participate in your company's initiatives.

TABLE 3J | Sample Indicators to Measure Gender Impacts of Community Engagement Initiatives

THEME	INDICATORS (Track data for men and women separately)
Women's Economic Development	<ul style="list-style-type: none"> • Percent of participants with bank accounts in their names • Percent of participants with access to loans, credit, and microcredit • Percent of participants who received loans in their name in the past six months by accredited banks or microcredit institutions • Ratio of female- to male-owned businesses • Percent of female participants with entrepreneurship/trade skills • Percent of female participants who own businesses • Percent of female participants who engage in income-generating economic/livelihood activities • Number of new community initiatives focused on women's economic development as a result of company activities • Number of sex workers (where applicable) who are newly registered or newly working as a result of company activities

THEME	INDICATORS (Track data for men and women separately)
Women’s Social Empowerment and Community/ Political Participation	<ul style="list-style-type: none"> • Level of satisfaction among women or women’s groups with company approach to gender impacts • Number of participants involved in participatory monitoring • Percent of female participants in community leadership positions • Percent of female participants who participate in committees or working groups: <ul style="list-style-type: none"> • Percent who report being actively involved in decision making and management after two years, as changed from baseline percentile • Level of satisfaction after one year • Percent of female participants who participate in community- and household-level decision making • Number of female participants who speak during community meetings and consultations compared to male participants who speak— especially at meetings and consultations focused on decision making • Number of new community initiatives focused on women’s social empowerment as a result of company activities • Change in percentage of community funds spent on services (as opposed to buildings or infrastructure) as a result of company activities • Change in percentage of community funds spent on projects proposed by women, compared to those proposed by men, or change in amount spent on women’s services and needs as a result of company activities • Number of funding proposals for community projects suggested by female participants compared to those suggested by male participants
Land, Labor, and Assets	<ul style="list-style-type: none"> • Rates of unemployment and economic activity among participants • Prevalence of child labor in participants’ families • Percent of participants with land or property titles in their name • Percent of local land or properties owned by female participants compared to percentage owned by male participants • Percent of participants who use/rent land or property • Percent of male and female participants who report reduced access to land used for agriculture or subsistence activities due to infrastructure project • Percent of male and female participants who report decreased revenue from agriculture or subsistence activities due to infrastructure project

THEME	INDICATORS (Track data for men and women separately)
Education	<ul style="list-style-type: none"> • Percent of participants with access to formal education • Rates of enrollment, attendance, and completion of schooling at primary, secondary, and tertiary levels among participants • Adult participant literacy rates <ul style="list-style-type: none"> • If literacy training is offered, percent of participants who attend and percent who complete • Percent of participants with employment skills • Number of teachers funded as a result of company activities • Number of schools funded or built as a result of company activities • Percent of children participants who work but do not attend school
Health	<ul style="list-style-type: none"> • Life expectancy at birth for participants • Infant mortality rate among participants • Maternal mortality rate among participants • Percent of participants with access to healthcare and medical facilities • Time needed to travel for participants' maternal healthcare and labor • Incidence of infectious diseases and other health conditions among participants • Incidence of sexually transmitted infections among participants <ul style="list-style-type: none"> • Percent of participants receiving treatment • Percent of infected participants who are sex workers • Percent of mother-to-child HIV transmission among participants • Mortality rates of participants with HIV • Number of reported cases of participant sickness or respiratory illness caused by exposure to hazardous materials or pollution from large-scale infrastructure activities • Number of reported cases of participant injury and death due to traffic accidents; percent related to infrastructure company vehicles • Number of reported cases of participant illness due to hazardous materials exposure from small-scale mining activities • Number of reported cases of participant injury from small-scale mining activities; ratio of male-to-female injuries
Environment and Sanitation	<ul style="list-style-type: none"> • Average distance to sanitation facilities • Number of reported participant sanitation-related illnesses • Number of reported participant water-related illnesses • Ratio of girls to girls' toilets at each school • Ratio of boys to boys' toilets at each school

THEME	INDICATORS (Track data for men and women separately)
Environment and Sanitation <i>(cont.)</i>	<ul style="list-style-type: none"> • Average distance and time required for participants to access clean water • Percent of participant homes with a water tap • Percent of female participants who report a reduction in access to clean water • Percent of participants with access to safe drinking water • Percent of participants with access to safe fuel • Time required for participants to gather fuel
Infrastructure and Electricity	<ul style="list-style-type: none"> • Percent of participants with access to safe transport and paved roads • Number of participant homes with electricity • Number of participant homes with adequate water and sanitation onsite • Percent of female participants who report an increase in access to electricity • Percent of female participants who report an increase in access to water • Number of trips taken per participant each week • Number of trips taken per participant each week, and purpose • Number of trips taken per participant each week, and mode of transport • Average distance traveled and trip duration by gender • Amount of participant time spent each week transporting goods to market • Amount of participant time spent each week collecting water
Safety and Violence	<ul style="list-style-type: none"> • Percent of female participants who report being victims of domestic or gender-based violence <ul style="list-style-type: none"> • Percent of cases in police records • Percent of cases in hospital/medical facility records • Number of female participants seeking safe haven • Number of female and child participants in safe haven • Percent of participants who are drug and/or alcohol users • Number of clinics, counseling centers, or other services to help victims of violence as a result of company activities • Number of clinics, counseling centers, or other services to help alcohol or drug users as a result of company activities

THEME	INDICATORS (Track data for men and women separately)
Safety and Violence <i>(cont.)</i>	<ul style="list-style-type: none"> • Percent of police or local law enforcement trained in proper ways to respond to cases of domestic or gender-based violence as a result of company activities • Percent of infrastructure project security personnel trained to deal with safety/violence incidents in a gender sensitive manner as a result of company activities
Poverty and Vulnerability	<ul style="list-style-type: none"> • Participant poverty rate • Percent of participating households that are headed by a single woman • Poverty rate among female participant-headed households • Unemployment rate among female participant-headed households • Rate of child marriage among participants • Percent of child participants under 5 years of age in childcare programs • Number of participants (individuals and/or families) voluntarily leaving the community because of loss of land or housing, or rising costs of housing, food, or transport

BOX 3K | The Business Costs of Project-Related Gender-Based Violence in the Community: Lessons from The World Bank’s Experience in Uganda

In 2015, a \$265 million World Bank-funded project to improve the national road network in Uganda was cancelled following allegations of sexual abuse of minors by government contractors, among other problems. Two other projects were also suspended as a result, pending further investigation.

As this example shows, allegations of sexual misconduct and gender-based violence can have serious implications for projects funded by World Bank Group organizations. These behaviors violate World Bank Group Environmental and Social Safeguards and Performance Standards and can be grounds for project suspension or cancellation, even when subcontractors are responsible for the misconduct.⁶¹

⁶¹ World Bank, “[World Bank Statement on Cancellation of the Uganda Transport Sector Development Project](#),” News Release, December 21, 2015.