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## UNIT 7 GAD INDICATORS

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### 7.1 INTRODUCTION

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To ensure that women and men will equally contribute and benefit from the economic, social, political, cultural and environmental development of the country, appropriate measures must be undertaken to provide them with equal conditions for realizing their full rights to participate in the development process and at the same time gain from it.

However, in many countries of the world, Gender discrimination and resulting gender inequality in economic, social and political spheres is a fact of life. They understand

where, why, and how gender inequality arises is vital in addressing gender and development problems and issues.

Efforts aimed at advancing the status of women require timely and accurate information on their situation compared to that of men. Gender disaggregated data and statistics are needed to enhance women's and men's awareness and capabilities, leading to greater participation, decision-making, power, and control.

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## 7.2 LEARNING OUTCOMES

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After studying this Unit, you should be able to:

- Analyze the linkage between gender and development;
- Discuss gender indicators including Gender Related Development Indicators (GDI) and Gender Empowerment Measure (GEM); and
- Describe UNESCAP's framework for measuring progress on the 12 critical areas of the Beijing Platform for Action.

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## 7.3 BACKGROUND TO GAD INDICATORS

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Conventional development indicators are economic growth, rise in national and per capita income and GDP, the rapid pace of urbanisation, high mobility of labour and capital, expansion of the industrial base, agrarian growth and growth of foreign trade.

Gender economists have challenged this thinking as these indicators have not considered just the distribution of resources, opportunities, and material well-being to most human beings, especially women.

This resulted in the development of the **Women in Development approach**, which signifies awareness about the marginalisation of women in society in general and in the economy in particular. Towards Equality Report, Government of India published in 1974 and The UN Charter on Equality, Development and Peace adopted in 1975 were influenced by this approach.

It is also worth noting that the **Women and Development** approach that believes in the integration of women in the mainstream through education, health and economic development of women is a guiding force for National Perspective Plan (1988-2000), Government of India.

**The Gender and Development (GAD)** approach is committed to bending the existing power structure in favour of women through women's empowerment in the apex bodies of decision making. Convention on Elimination of (All Forms of) Discrimination Against Women (CEDAW) espouses this approach.

The four global women's conferences (Mexico 1975, Copenhagen 1980, Nairobi 1985 and Beijing 1995) were instrumental in bringing women's issues centre-stage in the country by raising awareness, spreading ideas, creating important alliances and increasing confidence. These conferences also provided the mandate for CEDAW (the Convention for the Elimination of All Forms of Discrimination against Women), which was in turn responsible for the creation of UNIFEM (the UN Development Fund for Women) and INSTRAW (the UN International Research and Training Institute

for the Advancement of Women). In addition, MDGs – gender-inclusive 2000, INSTRAW-UN, visibility of women in statistics and indicators (1988), Gender related Development Index (GDI) and Gender Empowerment measure (GEM) by the United Nations, and development radars developed by various countries, including India.

Inter-district, Inter-state and Cross country comparisons of women’s empowerment are obtained from Gender-related Development Index (GDI). GDI owes its origin to its precursor, the HDI (Human Development Index), three main components: per capita income, educational attainment, and life expectancy, a proxy for health attainment. Gender disparities are measured, keeping these three indicators into consideration. “An additional measure, Gender Empowerment Measure (GEM), has been formulated to take into account aspects relating to economic participation and decision-making by women. The indicators used in GEM are income share, share in parliamentary seats and an index that includes a share in administrative and managerial jobs and share in professional and technical posts”.

### 7.3.1 Meaningful Indicators of Women and Development

Comparative data of 130 countries regarding Gender-related Development Index (GDI) reveals that gender equality does not depend entirely on the income level of society. **The human development approach** which focuses on demographic, health, educational and human rights profiles, have revealed that there is an urgent need to reexamine this approach by conducting participatory action research and rapid rural appraisal not by social scientists alone, but in collaboration with other professionals such as scientists, doctors- occupational health and safety experts, engineers and lawyers who believe that like them, citizens from subsistence sector also have right to enjoy fruits of modern science and technology in terms of food security, safe transport, clean environment, secure housing and healthy life.

India ranks 114 in GDI and 134 in the HDI in the year 2008-2009 as the Indian women enjoy nearly 1/5<sup>th</sup> of the total earned income, life expectancy of 63.4 years (female 64.9, male 62) and 66 % adult literacy (female 54.5 %, male 76.9 %) rate and combined primary, secondary and tertiary gross enrollment ratio (GER) of 61% (female 57.4 % and male 64.3%). HDI for India is 0. 612 and GDI for India is 0.594. As compared to their male counterparts, women in India have higher life expectancy due to various so us economic and biological factors.

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## 7.4 WHY LOOK AT GENDER AND INDICATORS?

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**Because what is measured is more likely to be prioritised and evidence gathered against indicators can help make the case that gender issues should be taken seriously.** Indicators can be used for advocacy and can help make a case for action by highlighting key issues backed up with statistics and other evidence.

**They enable better planning and actions.** Gender indicators can be used to evaluate the outcomes of gender-focused and mainstream interventions and policies and help reveal barriers to achieving success. They can provide vital information for adjusting programmes and activities to achieve gender equality goals and do not create adverse impacts on women and men. They can also be used to measure gender mainstreaming within organisations.

**They can be used for holding institutions accountable for their commitments to gender equality.** Gender indicators and relevant data can make visible the gaps between the commitments many governments and other institutions have made at all levels – for example, by ratifying the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) – and their actual implementation and impact. They can be used to hold policymakers accountable for their actions or lack of action.

**They can help to stimulate change through data collection processes.** For example, discussions in focus groups or individual interviews can help raise awareness of particular issues. They can stimulate discussion and inspire recognition among participants of everyday experiences related to sensitive topics such as GBV.

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## 7.5 THE MILLENNIUM DEVELOPMENT GOALS (MDGS)

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MDGS proposed by the UN Millennium Summit of September 2000 affirmed the international community's commitment to gender equality and women's empowerment. The third of the MDGs addresses gender equality specifically. Gender advocates and policymakers agreed that the achievement of this goal depended on the extent to which other goals addressed gender-based constraints. The Millennium Project Task Force on Gender and Education advocated the case for developing gender indicators for each of the MDGs. ( See box)

### MDGs and the importance of gender equality

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|---|---|
| Goal 1. Eradicate extreme poverty and hunger      | <ul style="list-style-type: none"> <li>• Equal access for women to essential transport and energy infrastructure can lead to more significant economic activity.</li> <li>• Investment in women's health and nutritional status reduces chronic hunger and malnourishment, which increases productivity and wellbeing.</li> </ul> |
| Goal 2. Achieve universal primary education       | <ul style="list-style-type: none"> <li>• Educated girls and women have greater control of fertility and participate more in</li> <li>• A mother's education are a strong, consistent of her children's and attainment and their health and nutrition outcomes.</li> </ul>   |
| Goal 3. Promote gender equality and empower women | This central goal dedicated to gender equality and women's empowerment depends on achieving all other goals for its success.  |
| Goal 4. Reduce child mortality                    | <ul style="list-style-type: none"> <li>• A mother's education, income, and empowerment have a significant impact on lowering child mortality.</li> </ul>  |
| Goal 5. Improve maternal health                   | <ul style="list-style-type: none"> <li>• A mother's education, income, and empowerment have a significant impact on lowering maternal mortality.</li> </ul>   |

- |  |   |
|--|---|
| Goal 6. Combat HIV/AIDS, malaria, and other diseases | <ul style="list-style-type: none"><li>• Greater economic independence for women increased ability to negotiate safe sex, and more awareness of challenges around traditional norms in sexual relations are essential for preventing the spread of HIV/AIDS and other epidemics.</li></ul> |
| Goal 7. Ensure Environmental Sustainability          | <ul style="list-style-type: none"><li>• Gender-equitable property and resource ownership policies enable women (often as primary users of these resources) to manage them in a more sustainable manner.</li></ul>   |
| Goal 8. Develop a global partnership for development | <ul style="list-style-type: none"><li>• Greater gender equality in the political sphere may lead to higher investments in development cooperation. (Adapted from Grown <i>et al</i>)</li></ul>  |

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## 7.6 EXAMPLES OF GENDER INDICATORS

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There have been a few significant attempts at developing indicators for measuring gender-related issues. Of these, three important ones are discussed here:

### 7.6.1 UNDP'S GDI AND GEM

On the occasion of the UN world conference in Beijing, the UNDP Human Development Bureau prepared and released The Human Development Report 1995, subtitled Gender and Human Development. The report highlighted the disparities among men and women in various indicators of Human Development around the world. The report's most important contribution is introducing two unique indices for measuring gendered inequality, the GDI (Gender-related Development Index) and the GEM (Gender Empowerment Measure).

#### The Gender-related Development Index (GDI)

In 1995, the UNDP brought out the Gender-related Development Index as a method for assessing gender inequality. The variables used in GDI are similar to those used for the Human Development Index; these being education, health and income.

While the HDI measures average achievement, the GDI adjusts the average achievement to reflect the inequalities between men and women in the following dimensions:

- A long and healthy life, as measured by life expectancy at birth.
- Knowledge as measured by the adult literacy rate and the combined primary, tertiary and gross enrolment ratio.
- A decent standard of living, as measured by estimated earned income (PPP US\$).

### 7.6.2 The Gender Empowerment Measure (GEM)

Focusing on women's opportunities rather than their capabilities, the GEM captures gender inequality in three key areas:

- Political participation and decision-making power are measured by women's and men's percentage share of parliamentary seats.

- Economic participation and decision-making power, as measured by two indicators – women’s and men’s percentage shares of positions as legislators, senior officials and managers and women’s and men’s percentage share of professional and technical positions.
- Power over economic resources, as measured by women’s and men’s estimated earned income (PPP US\$).

### Check Your Progress Exercise 1

**Note:** i. Use the space given below to answer this question.

ii. Compare your answer with the one given at the end of this Unit.

1. Explain the importance of gender indicators.

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2. Explain the significant differences between GDI and GEM.

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## 7.7 UNESCAP’S FRAMEWORK FOR MEASURING PROGRESS ON THE 12 CRITICAL AREAS OF THE BEIJING PLATFORM FOR ACTION

In October 1999, ESCAP (the Economic and Social Commission for Asia and the Pacific) of the UN (United Nations) organized the High-level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action. The meeting was convened to review the progress made and the obstacles encountered in implementing the 12 critical areas of the Platform for Action. Subsequently, at its twenty-third special session entitled —Women 2000: Gender equality, development and peace for the twenty-first century (Beijing<sup>5</sup>), the General Assembly adopted a political declaration and an outcome document on further actions and initiatives to implement the Platform. The political declaration recognised that governments have primary responsibility for implementing the 12 critical areas of concern. The Platform recommends explicitly designing gender-sensitive indicators with particular reference to poverty, economic activity, and violence. Governments agreed to regularly assess the further implementation of the Platform to bring together in 2005 all parties involved to assess

progress and consider new initiatives. In this context, the need for a road map of indicators to inform policymakers on the progress or reverses in the situation of women in the countries was acutely felt.

A set of guidelines for developing gender-based indicators (both quantitative and qualitative) in the ESCAP region was developed and proposed by the expert group that met for this purpose from December 2 to 4, 2002 intending to provide accurate measurements of change in the situation of women occurring over time and for comparisons between countries in the region. The proposed indicators are briefly explained below:

### 7.7.1 Women and Poverty

IMPORTANT INDICATORS:

- Population below the National Poverty line (Percentage)
- Population living on Less than US \$1 per day (Percentage)
- Public assistance beneficiary rate (Percentage, by sex)
- Female-headed households below poverty line (Percentage)
- Policies and programmes supporting female household heads with low income (Yes/No, Key Features)
- Legislation ensuring equal inheritance rights to women (Yes/No, Key features and enforcement situation)
- Legislation ensuring equal property ownership rights to women (Yes/No, Key features and enforcement situation)
- Credit programmes for women in poverty (Yes/No, Key Features)
- Policies and programmes on gender-based research on poverty, including social security systems (Yes/No, Key Features)
- Production and distribution of sex-disaggregated statistics on poverty (Yes/No, List Key Statistics)

### 7.7.2 Education and Training of Women

IMPORTANT INDICATORS:

- Gender difference in average years of schooling (By sex)
- Gross and net enrolment ratio (Percentage, by sex, level of education)
- Female students in tertiary education (Percentage by field of education)
- Ratification of the International Covenant on Economic, Social and Cultural Rights (Yes/No, Year of Ratification)
- Adult illiteracy rate (Percentage, by sex, age group, rural/urban)
- Vocational training enrolment rate (Percentage by sex, field of study)
- Policies and programmes for women in science and technology (Yes/No, Key Features)

- Women in information and communication technology (ICT) (Percentage by industry, level)
- Access to computers, Internet (Percentage by sex, urban/rural)
- National programmes to reduce gender stereotypes in school curricular and textbooks (Yes/No, Key Features)

### 7.7.3 Women and Health

#### IMPORTANT INDICATORS:

- Life expectancy at birth (By sex)
- Calorie intake (By sex, age, group)
- Pregnant women with anaemia (Percentage)
- Deliveries attended by skilled health personnel (Percentage)
- Maternal mortality rate (Percentage)
- Induced abortion rate (Percentage)
- Contraception practice rate (Percentage, by sex, methods)
- Health education for women (Yes/No)
- Gender-sensitive policies and programmes to prevent HIV/AIDS. (Yes/No, Key features)
- Medical research fund for women's health issues (Percentage of total, Key features)

### 7.7.4 Violence Against Women

#### IMPORTANT INDICATORS:

- Incidences of domestic violence (Per 100, 000 people, graph of reported and convicted cases)
- Incidences of sexual violence (Per 100, 000 people, graph of reported and convicted cases)
- Legislation against gender-based violence (yes/No, Types of violence covered and enforcement situation)
- Support system for female victims of violence (yes/no, list available services and budget)
- Production of statistics on gender-based violence (Yes/No, List key statistics)
- Fund for research on violence against women (Yes/No, Amount of funds)
- Ratification of international conventions on trafficking in and enslavement of people (Yes/No, Year of Ratification)
- Legislation combating sex tourism and trafficking of women (Yes/No, Key features and enforcement situation)



- Incidences of prostitution and trafficking (Numbers of cases filed and convicted)
- Services for female victims of exploitations by prostitution and trafficking (Yes/No, Key features)

### 7.7.5 Women and Armed Conflict

#### IMPORTANT INDICATORS:

- Women in peace-related decision-making (Percentage, background of women)
- Policies and programmes ensuring women's participation in the peace process (Yes/No, Key features)
- Ratification of the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons, which may be deemed to be Excessively Injurious and the Protocol on Prohibitions or Restrictions on the Use of Mines, Booby traps and other Devices (Yes/No, year of Ratification)
- Military expenditure (Percentage of the total government expenditure and GDP)
- Ratification of Rome Statute of the International Criminal Court (Yes/No, year of Ratification)
- Policies and programmes preventing human rights abuses of women in conflict situation (Yes/No, Key features)
- Gender-sensitive peace education (Yes/No, Key features of programme and participants)
- Programmes for refugee and displaced women (Yes/No. Key features)

### 7.7.6 Women and the Economy

#### IMPORTANT INDICATORS:

- Labour force, economic participation and unemployment rates (Percentage by sex)
- Policies and programmes to implement the 1993 United Nations System of National Accounts (SNA) (Yes/No, Key features)
- Equal employment opportunity law and Legislation ensuring equal pay for work of equal value and Legislation for prevention of sexual harassment at workplace (Yes/No. Key features and enforcement situation)
- Programmes to enhance women's income-generating potential and to support women entrepreneurs (Yes/No, By rural, urban, Key features)
- Vocational training, counselling and placement services for women (Yes/No, the percentage received service by sex, by training)
- Legislation protecting women in the informal sector (Yes/No, coverage)
- Ratification of ILO conventions (Yes/No, List ratified conventions and year of Ratification)

- Women in managerial positions (Percentage, by occupation and subsector)
- Participation of women in labour unions (Percentage, by position)
- Lengths of paid maternity leave (days, List state and public payment provisions)

### 7.7.7 Women in Power and Decision making

#### IMPORTANT INDICATORS:

- Women in parliament (Percentage)
- Women in ministerial posts (Percentage)
- Women in political parties (Percentage by the level of position)
- Women in government committees (Percentage)
- Women in central government (Percentage, by rank)
- Women in local government (Percentage, by rank, elected/non-elected)
- Affirmative action for women in political parties (Yes/No, Key features)
- Women voters (Percentage)
- Training for women political candidates and for female government officials (Yes/No, Key features)
- Leadership training for women in NGOs, trade unions and business organizations (Yes/No, list programmes)

### 7.7.8 Institutional Mechanisms for the Advancement of Women

#### IMPORTANT INDICATORS:

- National machinery for women's advancement and gender equality (Yes/No, by level, list mandates, numbers of staff and budget)
- Gender focal points in different ministries (Yes/No, level of position, list mandates)
- Gender – sensitivity training for government officials (Yes/No, key features)
- Institutionalization of gender analysis of government policies (Yes/No)
- Inter-ministerial gender policy coordinating body (Yes/No, Key features including mandates)
- Gender caucus in the parliament (Yes/No, Key features including mandates)
- Publication of gender statistics and indicators regularly (Yes/No, Specify the type of Publication)
- Time use survey (Yes/No, Year of Survey)

### 7.7.9 Human Rights of Women

#### IMPORTANT INDICATORS:

- Ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and optional protocols (Yes/No, Year of

Ratification) Number of reservations to CEDAW (Number, list articles/ paragraphs and reservations removed)

- Legislation protecting women's human rights (Yes/No, Key features and enforcement situation)
- National action plans to protect women's human rights (Yes/No, key features, including monitoring mechanisms)
- National Commission on human rights (Yes/No, Existence of women's division, percentage of women commissioners)
- Revision of gender discriminatory laws following CEDAW (Yes/No, list revised laws)
- Gender – sensitivity training for people in legislative, judiciary and law enforcement system (Yes/No, Key features)
- Legal literacy education for women (Yes/No, list measures taken to ensure women at the grassroots are included)
- Education on women's human rights. (Yes/No, list measures taken to ensure women at the grassroots are included)

#### **7.7.10 Women and the Media**

IMPORTANT INDICATORS:

- Women professionals in electronic and print media (percentage, by type of media, level of position, women in decision-making positions)
- Training for women in new communication technologies (Yes/No, list measures taken to ensure women at the grassroots are included)
- Media literacy education for women and the general public (Yes/No)
- Institutionalization of gender sensitivity training for media professionals (Yes/No)
- Legislation against pornography, violence, the portrayal of women as sex objects, and commercial exploitation in media (Yes/No, Key features including monitoring mechanisms)
- Codes of conduct and guidelines on the balanced portrayal of women (Yes/No, Key features including monitoring mechanisms)
- Support for women's media monitoring activities (Yes/No, key features including the level of funding)

#### **7.7.11 Women and the Environment**

IMPORTANT INDICATORS:

- Women in environmental decision-making bodies (Percentage, by types)
- Leadership training for women on environmental and resource management (Yes/No, list key features and measures taken to ensure women at the grassroots are included)

- Gender analysis of environmental policies and programmes (Yes/No)
- Programmes promoting women's role in environmentally sound production (Yes/No, list programmes)
- Database of women's indigenous knowledge on resource management and environment preservation (Yes/No, Key features)
- Implementation of Chapter 24 of Agenda 21 (Yes/No, monitoring mechanisms)

### 7.7.12 The Girl Child

#### IMPORTANT INDICATORS:

- Legislation ensuring equal inheritance rights of the girl child (Yes/No)
- Legislation ensuring the minimum legal age for marriage (Yes/No, Key features and enforcement situation)
- Sex ratio at birth (By Birth order)
- Policies to promote girl's access to education (Yes/No, List Key features)
- Infant and under age five mortality rate (Per 1,000 live births by sex)
- An infant with low birth weight and malnutrition of children under 5 (Percentage, by Sex)
- Education for girls and boys on sexual behavior and reproductive health (Yes/No)
- Children aged between 10 and 14 in employment (Percentage, by Sex)
- Legislation preventing child abuse, female infanticide, prenatal sex selection, incest, child prostitution and child pornography (Yes/No, Key features and enforcement situation)
- Parental education and counselling on gender-sensitive parenting. (Yes/No)

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## 7.8 SOCIAL INSTITUTIONS AND GENDER INDEX (SIGI) DEVELOPED BY THE OECD'S GENDER, INSTITUTIONS AND DEVELOPMENT DATABASE

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The OECD introduced the Gender, Institutions and Development Database (GID-DB) on International Women's Day 2006 to determine and analyze obstacles to realising gender equality. The SIGI was constructed as a new measure of gender equality. At the same time, the conventional indicators focused on inequality outcomes, the SIGI measures inequalities based on social institutions like norms, traditions and informal laws.

The index of social institutions is a tool for capturing the underlying reasons for the gender gaps in 102 non-OECD countries.

The SIGI has introduced 12 indicators on social institutions, which are grouped into five categories: Family Code, Physical Integrity, Son Preference, Civil Liberties and Ownership Rights.

**Family Code includes institutions that influence the decision making power of the women** in the household.

- **Early marriage** measures the percentage of girls between the ages of 15 and 19 who are married, divorced or widowed. This indicates forced or arranged marriages as a gender-related variable.
- **Polygamy** refers to the acceptance within a society of men having multiple wives.
- **Parental authority** measures whether women have the same rights to be legal guardians of their children and whether they have custody rights after divorce.
- **Inheritance** measures whether widows and daughters have equal rights as heirs

**Physical Integrity** consists of two variables on violence against women:

- **Violence against women** measures the existence of legal protection for women against rape, assault and sexual harassment.
- **Female genital mutilation** measures the extent and incidences of this practice.

**Son Preference** measures gender bias in mortality due to sex-selective abortions and inadequate care given to girls.

**Civil Liberties** refers to the freedom of social participation of women.

- **Freedom of movement** measures the restrictions women face in moving freely outside their household without being escorted by male family members.
- **Freedom of dress** measures the obligations to observe a certain dress code in public.

**Ownership Rights** include three variables:

- **Women’s access to land**
- **Women’s access to property other than land**
- **Women’s access to a credit**

**Check Your Progress Exercise 2**

**Note:** i. Use the space given below to answer the questions.  
ii. Compare your answer with the one given at the end of this Unit.

1. Write the essential indicators to understand the interlinkages between women and the economy and women and the environment.

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2. What is SIGI, and how can it be an essential tool for achieving women's equality?

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## 7.9 SUMMING UP

The choice of what to measure will be different for different actors. Governments might be concerned with monitoring progress for women and men; development agencies might evaluate the impact of their gender programmes, while gender equality activists may be measuring gender (in) equality or (in) justice.

### A good practice when developing indicators

Although there is often a temptation to apply universal templates and frameworks simply, it is vital to adapt indicators to be relevant. To be meaningful and illuminating, indicators need to be derived in consultation with local people and reflect the gender context of a particular region, country or community. Indicators should take into account statutory and customary laws, as well as reflecting how gender inequalities are experienced and expressed. Only then can they convey meaningful change for the people involved in or being affected by the donor policy.

### Key questions to be asked when designing gender indicators

Some questions that should be asked in the design and review stages of developing gender indicators include:

- What change do you want to see? What would success look like? How will people's gender or sexuality affect the way they understand and experience these changes?
- Who should be involved in defining the vision of change, determining the indicators and gathering data?
- Are there existing national indicators that could be used or adapted?
- What legal frameworks exist that may enable or inhibit gender equality? For example, does national law prohibit violence against women or GBV more broadly? These frameworks can provide the basis for indicators.
- Has CEDAW and its Optional Protocol been ratified? If so, this can offer a framework for developing indicators.
- What information already exists, or is being collected, assisting in tracking changes? What relevant research and reports on the indicator already exist? If there is no data, what does that tell you, and where might you look?
- Do partner governments have the political will to undertake data collection around the gender indicators selected? And were they consulted in the formulation of the indicators? Do they have the capacity to collect data?

- How can you ensure small changes will be measured? There is increasing pressure on donors to —manage for results – to demonstrate significant changes in a fixed period. It is, however, essential to consider which indicators could capture the often small, nuanced shifts in gender equality that tends to happen over time.
- How will the data collected be analysed and disseminated? And how will the results be used for learning and feedback into programme/project learning and design?

### **Recommendations**

- Identify the objectives and goals – your —vision of change. This should be the basis for choosing appropriate gender indicators against which to track progress.
- Consider a combination of qualitative and quantitative data to generate richer data.
- Use participatory approaches wherever possible, including in defining gender indicators.
- Use gender indicators to assess the outcomes and impacts of gender mainstreaming.
- Support and strengthen local statistics offices to produce gender-responsive data.
- Make regular gender evaluations or internal audits mandatory.

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## **7.10 UNIT END QUESTIONS**

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1. How is gender equality brought out in the Millennium Development Goals of the UNDP?
2. Discuss UNDP’s gender indicators: GDI and GEM. Are they complete in themselves?
3. What are the guidelines for developing gender-based indicators as given by UNESCAP ?
4. What indicators could be developed for ensuring equal rights for the girl child?

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## **7.11 ANSWERS TO CHECK YOUR PROGRESS EXERCISE**

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### **Check Your Progress Exercise 1**

1. Planning, accountability of institutions, data collection and MDGs.)
2. GDI similar to HDI; GEM focuses on gender capabilities

### **Check Your Progress Exercise 2**

1. Labour Force, Economic Participation, Unemployment rate, equal employment opportunity, laws and legislation, policies and programmes, women position in

occupation and subsector wise, participation of women in labour unions and lengths of paid maternity leave.

2. SIGI measures inequalities based on social institutions like norms, traditions and informal laws. SIGI has 12 indicators on social institutions, which are grouped into five categories. The Gender institutions and development database (GID-DB) was introduced by the OECD on the international women's day 2006 to determine and analyse obstacles to realization of gender equality. It is a new measure. Unlike conventional indicators, which are focused on the outcomes of inequality, the SIGI measures inequalities based on social institutions.

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