



MEMORY CHECK FOR A HOLISTIC WOMEN, PEACE AND SECURITY MONITORING AND EVALUATION PLAN

The purpose of this memory check is to highlight good practice in measuring progress towards gender equality and women's rights from one national action plan to the next. It is meant to complement existing guidance such as the [Global Affairs Canada results based management how to guide](#).

Include a **gender perspective in three areas**:

1. Key **stages of the M&E cycle** contain specific gender equality questions (see the diagram to the right).

2. Use a combination of qualitative and quantitative indicators to **track gender change at the outcome and impact levels**. Ask questions such as:

- How will staff do their jobs differently as a result of training on women, peace and security?
- What benefits will accrue to women, girls and security actors if staff do their jobs differently?
- How will peace operations be more gender sensitive as a result of women's increase participation?
- Have protection risks changed or decreased as a result of training or increases in women's participation?
- What does gender awareness or gender sensitivity look like amongst peacekeepers?
- What changes in daily operations if policy directives and guiding documents address gender issues in decision making or deployment?
- What impact will Canada have on the WPS agenda if personnel attitudes and skills are more gender aware, if more women are involved and if policies include a gender perspective, and if funding is channeled towards prevention and response?

3. **Combine gender specific and gender sensitive indicators** for better triangulation. Remember that indicators that measure change only for women will measure their status, but will not measure changes in gender dynamics. Only information comparing women's and men's status does this.

