

SAMPLE INDICATORS

The indicators below may be useful for measuring gender norms change related to the masculinities in politics training curriculum and evaluation tools. The levels are based on the Kirkpatrick Model which goes beyond post-workshop questionnaires by providing quantitative and qualitative data on learning, attitude and behavior change, and outcomes. This model aligns with outcome mapping and the Masculinities, Power and Politics Toolkit by collecting data before and after (short-term, medium-term, long-term) the workshop to measure attitudinal and behavior change among male political leaders directly (from data collected from them) and indirectly (from data collected from their female colleagues and women's organizations).

The degree to which participants find the training favorable, engaging and relevant to their jobs.

The degree to which participants acquire the intended knowledge, skills, attitude, confidence and commitment in the training.

The degree to which participants apply what they learned during training when they are back on the job.

ATTITUDES AND BEHAVIORS TOWARDS GENDER EQUALITY

- ▶ Percent of male workshop participants who believe having women in their political party or organization makes the party or organization stronger and more successful. (Level 2)
- ▶ Percent of male workshop participants who have intervened when their political party or organization reinforced gender inequalities. (Level 2 and 3)
- ▶ Percent of male participants who believe that having women in their political party or organization makes the political party or organization stronger and more successful. (Level 2)
- ▶ Percentage of male workshop participants who feel that women should participate equally in political party or organizational leadership. (Level 2)
- ▶ Percentage of male workshop participants who believe that women may freely choose to engage in politics regardless of permissions or domestic duties. (Level 2)
- ▶ Percentage of male workshop participants who have taken at least one action by themselves to promote greater political participation of women in their party/organization. (Level 3)
- ▶ Percentage of male workshop participants who have taken at least one action with other men to promote greater political participation of women in their party/organization. (Level 3)
- ▶ Percentage of male workshop participants who have taken at least one action with one or more women to promote greater political participation of women in their party/organization. (Level 3)
- ▶ Number of political parties or organizations, of which male workshop participants are members, that promote and support women's active participation. (Level 3)

ATTITUDES AND BEHAVIORS TOWARDS GENDER EQUALITY

- ▶ Percent of male participants who feel violence that politically-active women should not expect to experience violence while participating in political activities. (Level 2)
- ▶ Percent of male participants who believe political leaders should be responsible for preventing harassment or violence against women in the political parties or organizations politics. (Level 2)
- ▶ Percent of male participants who have taken as stance for preventing harassment or violence against women in their political party or organization. (Level 3)

