LIST OF GENDER RESULTS AND INDICATORS

Result	Indicator (where applicable)
Gender-responsive human resource management (recruitment focused)	• *Number and percentage of applications received from women and men* • *Number of efforts undertaken to encourage women to apply* • *Number of efforts undertaken to recruit women* • *Number and percentage of male and female consultants/experts/technical assistants etc. recruited through the project* • *Terms of reference (TOR) include gender competence as requirement in (yes/no)* • *TORs include provision that encourages women to apply (yes/no)* • *Gender competence was tested as part of interview/test (yes/no)* • *Number and percentage of women and men in recruitment panel* • *Number and percentage of women and men in management/leadership positions* • *Database with women experts established (yes/no)* • *Work environments are gender-friendly (yes/no)* • *Efforts undertaken to encourage stakeholders/partners to recruit women (yes/no)* • *Gender focal point for project identified (yes/no)*
Documents prepared under the project are gender-responsive (e.g. policies, strategies, training materials, knowledge products)	• *Number of gender-responsive assessments* • *Number of specific gender assessments* • *Technical reports have gender section (yes/no)* • *Percentage of data collected in assessments disaggregated by sex* • *Number and percentage of women and men interviewed in assessments* • *Assessment team included gender specialist (yes/no)* • *Number and percentage of gender-specific questions included in assessments* • *Number of gender references in text* • *Number and percentage of women and men involved in development of document* • *Number of associations/networks/stakeholders focusing specifically on gender equality and women's empowerment (GEWE) were consulted throughout the process* • *Number and percentage of graphic material in document that portrays women and men* • *Presented data is disaggregated by sex (yes/no)* • *Good gender practices and lessons learned on gender are documented (yes/no)*
Gender-responsive knowledge management/dissemination	• *Number of gender-specific content disseminated (e.g. through online platforms, events)* • *Number of events focusing on gender held (e.g. trainings, workshops, discussions, round tables, side events at conferences)* • *Number of women and men that received/accessed information*

LIST OF GENDER RESULTS AND INDICATORS

Result	Indicator (where applicable)
Gender-responsive capacity building (for gender-responsive training see above)	• *Number and percentage of male and female participants* • *Number and percentage of trainings for gender issues* • *Number and percentage of trainings that include targeted session on gender* • *Number and percentage of trainings undertaken in collaboration with gender focal points/gender experts'/gender departments* • *percentage of time dedicated to gender in trainings* • *Number and percentage of women presenting in trainings* • *Data presented in trainings is disaggregated by sex (yes/no)* • *Trainers have gender competence (yes/no)* • *Gender specialist involved in preparation of training and information material (yes/no)* • *Training/information material is gender-sensitive (yes/no)*
Work environments are gender-friendly	• *Number of stakeholders (e.g., private sector partners) sensitized on the need for gender-friendly work environments* • *Flexible working hours possible (yes/no)* • *Child care facilities available at the work place (yes/no)* • *Separate washrooms for women and men available (yes/no)* • *Transport for women and men available to workplace (yes/no)*
Enhanced economic empowerment of women	• *Number and percentage of women and men in formal employment (by sector and type)* • *Number and percentage of women and men in leadership positions* • *Number and percentage of women and men trained* • *Number and percentage of enterprises owned by women and men* • *Number and percentage of enterprises managed by women and men* • *Evidence that perception of women's empowerment has changed (e.g. testimonies, interviews)*
Enhanced understanding of Gender Equality and Women Empowerment (GEWE) among project staff / stakeholders and beneficiaries	• *Number and percentage of staff / stakeholders / male and female beneficiaries who received training on gender* • *Evidence that women are more aware of their rights (e.g. through interviews/testimonies)* • *Evidence that men are supportive of GEWE (e.g. through interviews/testimonies)*