GUIDELINES FOR TARGETED INDICATORS

Sample of Output Indicator

Indicator	Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations.
Description	Quantitative
	This indicator counts the number of people who have received training to advance women empowerment and gender equality in their organizations. This training should emphasize preconditions that must exist to achieve female empowerment and gender quality. Persons= - La Red members and subgrantees of the Empower Innovation Challenge, including their participants. - Government authorities Private sector employees - Civil society representatives - Community leaders - Family members - Other Training= The development of a technically-sound training curriculum that empowers women-owned micro, small, and medium-sized enterprises (MSMEs) to scale up their businesses in green and blue economies. The curriculum will use the "Learn by Doing" methodology and must include a gender perspective, leadership skills, intersectionality, and advocacy strategies. The core curriculum outlines are as follows: 1. Introduction to Gender Equality – It will explore how biases, discrimination, and gender inequality appear in diverse contexts, such as the workplace. In addition, participants would learn about gender and intersectionality concepts and how to ensure equal rights and opportunities. 2. Self-Discovery, Personal Development, and Support System- Its main objective is to support female entrepreneurs in realizing their strengths and abilities and the importance of a strong support system. Participants would learn how to deal with lack of confidence and fear of failure and build a support system. 3. Leadership, Communication, and Decision-Making- It would explore the different barriers and identify strategies for effective leadership,

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communication, and decision-making processes. Participants would learn to identify strategies for effective leadership, communication, and decision-making.
4. Workplace and policy- It examines employment discrimination, flexible work schedules, and other policies that promote gender equality in the workplace. It also thoroughly examined gender-based violence. Participants would learn how to promote a workplace that is gender inclusive (See the indicator about Gender Based Violence).
5. Advocacy and Empowerment- It would take a closer look at the significant challenges female entrepreneurs experience and the type of support they require from critical stakeholders to overcome them. The participants would learn how to create the following conditions with the grantee's support through a Gender Action Plan.

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<tr><td>Access to finance</td><td>Extensive professional networks</td><td>Adverse social norms and stereotypes</td></tr>
<tr><td>Removal of legal and regulatory barriers</td><td>Financial and business training and digital inclusion</td><td>Finding a balance between work with caregiving responsibilities</td></tr>
<tr><td>Participation of women in decision-making spaces</td><td>Strong support system</td><td>Intersectionality factors</td></tr>
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These core outlines must be adapted to the training related to green and blue economies, financial literacy, and digital inclusion.

Here are some guidelines for the La Red members and subgrantees of the Empower Innovation Challenge:

For women entrepreneurs and family members (MSMEs)
• Develop a Gender Action Plan for each female entrepreneur.

For government authorities, private sector employees, civil society representatives, community leaders, and others:
• Elaborate a Communication and Outreach Plan with community engagement activities based on Social and Behavior Change Communication. https://www.fhi360.org/sites/default/files/media/documents/resource-sbcc-guidebook.pdf
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<td>Data collection methods</td>
<td>
- List of participants with demographic characteristics

Deliverable:
- Curriculum
- Gender Action Plan
- Community mapping
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	- Communication and Outreach Plan - Third-party data, such as media reports
Measurement frequency	Quarterly
Data segregation	- Age - Gender -GNDR 6a (Women) and GNDR 6b (Men) - Ethnicity - Geographic location - Type of module
Targets	- Number of women-owned or underserved businesses benefiting from the Empower Innovation Challenge training. TOTAL = 290

Sample of Output Indicator

Indicator	Number of people reached by a USG-funded intervention providing gender-based violence (GBV) services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other)
Description	Quantitative
	This indicator measures how many participants have accessed services and support to address situations related to gender-based violence and for each type of service. Through these services and support, victims/survivors of gender-based violence can improve their well-being, strengthen their support system, and lessen societal disparities. People = La Red members and subgrantees of the Empower Innovation Challenge, including their participants. • Most of the victims/survivors of GBV are women and girls, significantly impacting families, communities, and society. • The rate of violence against other members of the gender minority, including transgender and non-binary people, is equally high. Gender-based violence, according to the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally (2022) = Is any harmful act perpetrated against an individual based on their gender or perceived gender. • Both public and private settings are susceptible to it. • It includes physical, sexual, and psychological violence.

	• Its manifestations are broad and diverse, which include child marriage, domestic violence, sexual assault, female genital mutilation, and human trafficking. The following gender-based violence services are listed in the United States Strategy to Prevent and Respond to Gender-Based Violence Globally (2022): 1. Psycho-social services include counseling and support groups for victims/survivors of GBV and their family members. 2. Shelters and safe spaces include developing a Safety Plan, which should consist of options for temporary housing or safe spaces. 3. Health services include medical care for physical, emotional, and mental health needs, such as psychologists, physicians, psychiatrists, and social workers. 4. Legal services include legal representation and advice on justice and public safety systems issues, including information on protection orders, child custody, etc. 5. Hotlines and other tools include 24-hour hotlines, text or chat support services, and other mechanisms that offer urgent assistance, such as transportation. Here are some guidelines for the La Red members and subgrantees of the Empower Innovation Challenge: • Develop a needs assessment to identify situations, needs, roles, and perspectives relevant to gender-based violence. • Create a database and map the services. • Establish a Practical Guide for the Prevention and Management of Gender-Based Violence with a policy statement, principles, and procedures.
Data collection methods	- Service utilization records (Referrals, case management records, etc.) - Call logs Deliverables: - Document of the Need Assessments - Database and map of the services - Document of the Practical Guide for the Prevention and Management of Gender-Based Violence
Measurement frequency	Quarterly
Data segregation	- Age - Gender -GNDR 6a (Women) and GNDR 6b (Men)

Intersectionality	- Ethnicity - Geographic location - Type of services provided
Targets	- GNDR-6: Number of people reached by a USG-funded intervention providing GBV services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other). TOTAL = 450 - GNDR-6a (Output): Number of Men. TOTAL = 315 - GNDR-6b (Output): Number of Women. TOTAL = 135 - WPS/NSC: Number of people who benefit from U.S.-funded support to GBV survivors.TBD

General output indicators

Indicator	4.5.2-37 Number of micro, small, and medium enterprises (MSMEs), including farmers, receiving business development services from USG assisted sources. E.G. 2-1 Person-hours of USG-supported training completed in trade and investment E.G. 3.2-17. Number of farmers and others who have applied improved technologies or management practices with USG assistance. E.G. 3.2-20-4.5.2-42 Number of for associations and community based organizations (CBOs) that applied improved organization- level technologies or management practices with USG assistance. E.G. 3.2-5. Number of public private partnerships formed as a result of USG assistance. E.G. 5-12 Number of micro, small and medium enterprises (MSMEs), including farmers, receiving business development services from USG assisted sources.
Description	Quantitative
	Collect data about gender and demographic characteristics from MSMEs and farmers and the type of services received. It is essential that the training is gender-sensitive to meet the needs of both women, men and gender minorities.