

CARE-Bangladesh
Gender Policy Monitoring Indicators

Part I: Organization	Indicators	Means of Measurement	Responsible	Support needed
Political Will <input type="checkbox"/> Mission Commitment <input type="checkbox"/> Policy Implementation <input type="checkbox"/> Resource Allocation	1. Improved recruitment and retention of women results in % of women staff increasing from 32% 40% over 5 years. 2. Percent women in senior management positions (Grade 8 and above) increases from 15% to 25% over five years. 3. The annual budget of every project /program/department includes an identified provision for gender-related work. 4. Every Policy (new & revised) of CARE-B has been vetted and approved for gender sensitivity.	<ul style="list-style-type: none"> Personnel MIS reports Personnel MIS reports Annual Budgets Policy documents 	<ul style="list-style-type: none"> GU/HRM GU/HRM EMT EMT 	<ul style="list-style-type: none"> EMT EMT Finance, HRM GMs, GDCT
Organizational Culture <input type="checkbox"/> Recruitment and Promotion <input type="checkbox"/> Workplace Environment <input type="checkbox"/> Staff Attitudes and Sensitivity	5. The number of Sexual Harassment (SH) incidents declines. 6. Important meetings (FOMT, EMT) cover gender issues/discussions substantially. 7. All major teams, working groups, task forces, committees (EMT, RSJ, Governance, Partnership, GDCT, DM&E, PRC) maintain a female membership of at least 25% by 5 years. 8. An annual survey to assess gender sensitivity shows improved understanding and appreciation of gender among all staff.	<ul style="list-style-type: none"> SH reports & estimate of non-reported cases M. minutes & agendas Rosters and membership lists Climate Survey reports 	<ul style="list-style-type: none"> GU Members of groups, etc EMT, FOMTs GDCT/DM&E 	<ul style="list-style-type: none"> FOMTs EMT GU EMT
Accountability <input type="checkbox"/> Clarity in Roles and Responsibilities <input type="checkbox"/> Gender Policy Monitoring	9. Project/program evaluations incorporated gender related indicators to demonstrate changes realized 10. An annual progress report on CO-wide implementation of the Gender Policy indicates steady improvement. 11. The JDs and APAs of all staff cover responsibility and performance in regard to gender sensitivity.	<ul style="list-style-type: none"> Periodic progress reports & evaluations Annual progress report JDs/APAs 	<ul style="list-style-type: none"> PCs and senior program staff DM&E Supervisors 	<ul style="list-style-type: none"> GDCT, GU PCs, GMs, CD, GDCT HRM, GU
Technical Capacity <input type="checkbox"/> Skills, Knowledge, Proficiency	12. Increasing numbers of staff are participating in gender-related technical training.	<ul style="list-style-type: none"> Data on staff training and deployment 	<ul style="list-style-type: none"> HRD and PCs 	<ul style="list-style-type: none"> EMT

Part II: Program				
Project Design, Analysis, and Goals/Objectives	13. The Gender Analysis Framework (GAF) is used in designing all new projects. 14. Gender strategic interests addressed in objectives of all projects	<ul style="list-style-type: none"> Proposals and PRC checklists Project documents 	<ul style="list-style-type: none"> PCs and senior program staff PCs and PRC 	<ul style="list-style-type: none"> GU GU, GDCT
Project Implementation	15. Implementation of all projects complies with the following gender indicators of GAF: <ul style="list-style-type: none"> - Control over resources, - Mobility - Participation in decision making, - Knowledge & awareness - Life management skill - Linkage with external organization 16. All IEC materials are gender sensitive.	<ul style="list-style-type: none"> Project progress Reports IEC materials 	<ul style="list-style-type: none"> PCs and senior program staff PCs 	<ul style="list-style-type: none"> GU GU/GDCT
Partnership, Networking, and Advocacy	17. #Numbers of PNGO staff are trained on Gender 18. Gender equity factors importantly in selection of and collaboration with long-term partners. 19. All advocacy work takes gender equity into consideration.	<ul style="list-style-type: none"> Training data LTP documents Advocacy survey 	<ul style="list-style-type: none"> Partnership Ad. Partnership Ad. PCs 	<ul style="list-style-type: none"> GU, PCs EMT, GU GU
Project Monitoring & Evaluation	20. A section on Gender Analysis exists in all projects' <ul style="list-style-type: none"> - M&E plans - annual monitoring report 21. All M&E data collected are broken down by gender and analyzed for use in decision-making.	<ul style="list-style-type: none"> Survey of M&E plans Survey of M&E data 	<ul style="list-style-type: none"> PCs/DM&E PCs/DM&E 	<ul style="list-style-type: none"> GU, EMT GU, EMT