



**Appendix 3.
Full Menu
of M&E
Indicators**



Sample Output Indicators⁵²

- % of public sector staff who receive gender-sensitivity training
- # of awareness-raising campaigns conducted
- # of sex-disaggregated supplier databases established
- % of female feedback providers on implementation effectiveness of new laws and regulations
- Presence of explicit organizational policy statements prohibiting gender discrimination in hiring, promotion and retention policies, salaries, and benefits (binary indicator: Y/N)
- # of topics for which there is newly available sex-disaggregated data
- # of women participants in workshops, training events, seminars, conferences, and networking events
- # of women participants who benefited from digital skills programs/trainings
- # and/or % of women and women-owned firms listed in a public credit registry and/or private credit bureau



Sample Outcome Indicators

- # of recommended laws/regulations/amendments/codes enacted or government policies adopted to address gender constraints
- # of recommended procedures/firm-level policies/practices/standards improved or eliminated to address gender constraints
- # of stakeholders who acquired new knowledge of gender-based issues
- # of women contributing to institutional decision making
- # of organizations representing women that contribute to institutional decision making
- % of women who reported they are satisfied or very satisfied with public service provision and/or quality
- # of improvements measured by Women, Business, and the Law and similar indices (e.g., WEF Global Gender Gap Report)
- # of improvements measured by governments through monitoring financial system data
- # of improvements in access to finance measured through global data sources such as Findex, Finscope
- # of improvements in the ecosystem for women's financial access measured through global sources such as Women, Business, and the Law, Doing Business, and similar indices (e.g., WEF Global Gender Gap Report)
- % of women trained who acquired new knowledge or skills, including in relevant technology use
- # and/or % of women-owned or -led firms with access to finance
- # and/or % of women reached with financial services
- # and/or % of unserved and underserved women provided with access to financial services, including through technology-driven delivery channels
- # and/or % of women with mobile money accounts
- # of outstanding loans made to women-owned or -led firms
- Volume of outstanding loans made to women-owned or led firms by institutional type and channel

50. This is a sample, not an exhaustive list of output indicators that would allow linking each subsequent outcome to a corresponding output. Teams should strive to identify appropriate outputs that will in turn lead to selected outcome indicators.

- Value of outstanding loans made to women-owned or -led firms
- % of outstanding loans made to women-owned or -led firms
- # and/or % of women-owned or -led firms that have received loans secured with movable property
- % of women who have control over their savings
- # and/or % of women who made or received digital payments
- # and/or % of women depositors
- # and/or % of women borrowers
- # and/or % of loan accounts owned by women
- # and/or % of deposit accounts owned by women
- # and/or % of staff in women's support organizations who acquired improved knowledge or skills
- # and/or % of women-owned or -led firms with access to finance
- # of women who established new firms in underrepresented sectors/industries
- # and/or % of women participating in the conceptualization and design of projects/activities
- # of new markets accessed by women-owned or -led firms
- # and/or % of women-owned or -led firms adopting innovative/upgraded products and technology driven-processes
- # and/or % of women-owned or -led firms that benefit from new linkages with large firms
- # and/or % of women-owned or -led firms with increased investments
- # and/or % of female trainers in supporting programs
- # and/or % of staff in women-supporting organizations who acquired new/improved knowledge or skills
- # of women-owned or -led firms that generated leads in business promotion events
- # and/or % of women-owned or -led firms adopting innovative/upgraded products and technology-driven processes
- # and/or % of women-owned or -led firms that benefit from new linkages with large firms
- # and/or % of women-owned or -led firms that benefit from reformed customs/border services
- # of new markets accessed by women-owned or -led firms
- # and/or % of women who established new firms in underrepresented sectors
- % of leadership positions held by women in trade and industry organizations
- # and/or % of buyers formally committed to Women's Empowerment Principles of gender-responsive procurement
- % of ministry/agency procurement contracts going to women-owned or -led firms



Sample Impact Indicators

- # of new direct jobs created or obtained by women
- # of women-owned or -led firms with increased revenue
- # of women-owned or -led firms with increased aggregate productivity
- # of women reporting increased levels of self-confidence, willingness to assert themselves, willingness to take risks, or self-esteem⁵¹

51. Given the interdependence of women's economic and social roles, it is important to measure both economic and social (well-being) outcomes to understand women's economic empowerment. The [report](#) Measuring Women's Economic Empowerment by the United Nations Foundation (Knowles 2015) recommends tracking the following impact-level results: business income, employment, household income, asset ownership, subjective well-being, gender roles/norms, and women's self-confidence/self-esteem.

