

Sample PMD Success Criteria and Indicators for Evaluation of Gender Responsive Work

GOAL:	Success Criteria (some examples)	Indicators of success (some examples)
<p>Gender responsive approach is in place and gender equality is mainstreamed in all units of CO and levels of implementation.</p>	<ul style="list-style-type: none"> • Acquiring the relevant knowledge of corporate policies on Gender Equality as well as Sexual Harassment (SH), Sexual Exploitation and Abuse (SEA), and the ability to apply it to strategic and/or practical situations, including analysis of issues from a gender perspective within specialized area of work • Ensure adaptation of gender sensitive and ethical behavior in work relations in line with UNDP Turkey Gender Equality Strategy • Ensure mainstreaming of gender equality and ethical behavior in all actions and implementations. • Contribute to establishment of gender equality as an office culture through gender responsive management and teamwork. • Ensure the adaptation of do no harm principle in terms of gender equality as well as environmental and other human's rights. • Systematically improve gender mainstreaming • Strengthen gender responsive approach in 	<ul style="list-style-type: none"> • Gender responsive approach is implemented in team building activities • Actions for “Activity Plan for the implementation of UNDP Turkey Gender Equality Strategy” identified and implemented. • Implementations regarding Gender equality is constantly discussed as a part of programmatic issues. • Operations related commitments of “UNDP Turkey Gender Equality Strategy” and “Gender Equality Seal Action Plan for Improvement” are implemented • HR related commitments of “UNDP Turkey Gender Equality Strategy” and “Gender Equality Seal Action Plan for Improvement” are implemented. Gender related mandatory trainings are closely monitored, Gender responsive recruitment is ensured. Advertisements are produced in gender responsive way, ToRs are screened to ensure gender related roles and responsibilities (as a part of office culture) exist. • All staff members participating in the recruitment panels are familiar with gender sensitive recruitment principles; • Work- life balance policy is actively and inclusively

	<p>all levels of key committees both within the CO and with external partners</p> <ul style="list-style-type: none"> • Ensure gender responsive approach in all communications activities including but not limited to gender sensitive language use. • Ensure enabling environment for effective implementation of work-life balance policy • Ensure that gender equality and corporate relevant rules are taken into consideration in various stages of recruitment process: shortlisting, panel composition, gender related interview questions; • Ensure Country team are provided with learning opportunities to develop/improve gender competencies. • Ensuring that all supervisees/personnel have completed mandatory on-line courses on time • Take Tangible steps to create and maintain a gender sensitive, inclusive, and respectful working environment free from any form of bias, harassment, sexual harassment, discrimination and abuse of authority • Role-modelling of UN values and encouraging supervisees to act ethically both in their relationships with each other and in the business decisions and actions they take • Support to supervisees in facilitating their 	<p>implemented</p> <ul style="list-style-type: none"> • Gender screening/check lists incorporated into <ul style="list-style-type: none"> – regular programme practices/ – project proposals/ – portfolio practices/ – cluster practices/ – SOPs/ – communications activities/ – project implementations ect. <p>(please select the related ones for your PMDs)</p> • Ensure gender equality perspective is fully reflected and gender related needs and determinants are considered in project design and implementation in both qualitative and quantitative terms • Partnerships with NGOs, academy, government institutions and other UN agencies are developed in line with UNDP Turkey Gender Equality Strategy • Gender responsiveness of all communications activities are screened. • Communications related commitments of “UNDP Turkey Gender Equality Strategy” and “Gender Equality Seal Action Plan for Improvement” are implemented. • All communications materials are screened with a gender lenses. • All communications team has gender competence
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	<p>learning and development</p> <ul style="list-style-type: none">• Support to supervisees in implementing various arrangements in place to ensure their safety and security• Support to supervisees in maintaining their health and well-being (e.g. staff are encouraged to use leave, with excessive leave balances being reduced/eliminated)	
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