

# ***UFGE Monitoring, Evaluation, and Learning Plan (MELP)***

**November 18, 2025**

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## Acronyms

DAC	Development Association Criteria
DO	Development Objective
FY	Financial Year
GBV	Gender-based Violence
IFC	International Finance Corporation
IP	Implementing Partner
IT	Information Technology
LSMS	Living Standards Measurement Study
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation and Learning
MELP	Monitoring, Evaluation and Learning Plan
MELTAG	Monitoring, Evaluation and Learning Technical Advisory Group
MIGA	Multilateral Investment Guarantee Agency
MTR	Mid-Term Review
NSO	National Statistic Office
PC	Partnership Council
PMT	Program Management Team
RF	Results Framework
SDG	Sustainable Development Goal
TT	Task Team
TTL	Task Team Leader
UFGE	Umbrella Facility for Gender Equality
UN	United Nations
WBG	World Bank Group

# 1. Introduction

## 1.1 The Umbrella Facility for Gender Equality

The **Umbrella Facility for Gender Equality (UFGE)** is the **World Bank Group (WBG)**'s leading platform for **advancing gender equality**. With \$197.6 million in pledged contributions, UFGE is the only WBG multi-donor trust fund fully dedicated to generating knowledge, evidence, and data that help governments and companies invest effectively in policies and programs to unlock economic opportunities. UFGE provides grant financing for rigorous research, pilot innovations, and technical assistance that bridge the institutions and expertise of the WBG.

**UFGE investments in knowledge, evidence, and data have generated outsized impact, influencing billions in development financing and reaching millions of beneficiaries.** Since 2012, UFGE-financed initiatives have informed policy dialogue in 111 countries, supported new policies and practices in 224 private sector companies, and influenced 373 WBG operations. As outputs of its work program, UFGE has funded 183 activities to improve or make data available, developed 121 WBG core diagnostics, produced 533 analytical reports, generated evidence through 226 impact evaluations, and enabled 1,068 learning and dissemination events with policymakers, country stakeholders, and WBG teams.

## 1.2 The WBG Gender Strategy 2024–2030

**UFGE is a driving force behind the development and implementation of the WBG Gender Strategy 2024–2030 and the Gender Strategy Implementation Plan.** This multifaceted strategy calls for ending gender-based violence and elevating human capital, expanding and enabling economic opportunities, and engaging women as leaders (figure 1). These strategic goals align with the WBG's more and better jobs agenda. Ambitious targets include (i) enabling 300 million more women to use broadband, unlocking essential services, financial services, education, and job opportunities; (ii) supporting 250 million women through social protection programs, focusing especially on the poorest and most vulnerable; and (iii) providing 80 million more women and women-led businesses with capital, addressing a critical constraint to entrepreneurship growth. The recently approved IDA21 package for the poorest countries includes an ambitious policy commitment to implement the WBG Gender Strategy in all IDA countries, with a focus on violence against women and girls, women's economic participation, and sexual and reproductive health. This will be achieved through WBG Country Partnership Frameworks and operations that support Gender Strategy objectives.

*Figure 1. Strategic Objectives and Outcomes of the WBG Gender Strategy 2024-2030*



The current phase of the UFGE is aligned with the action prescribed in the Gender Strategy Implementation Plan namely enhancing strategic country engagement; delivering results at scale; investing in data, supporting concerted action, reforms, and financing; and mobilizing for impact. The UFGE Monitoring, Evaluation and Learning Plan (MELP) and complementing tools and frameworks are designed to track progress toward achieving

results based on the framework set by the WBG Gender Strategy and the Implementation Plan and WBG corporate commitments, provide tools to assess the Umbrella Program effectiveness, identify bottlenecks during implementation, and promote adaptive management.

### 1.3 UFGE Umbrella Program Monitoring, Evaluation and Learning Plan (MELP) Implementation

#### Objective and Use of the MELP

The objective of the UFGE MELP is to ensure that evidence systematically informs both strategic and operational decision-making within the UFGE. The MELP serves a dual purpose: (i) to demonstrate to partners and donors the measurable results and impact of UFGE-supported activities, and (ii) to guide internal learning and adaptation—helping identify which types of interventions, partnerships, and delivery approaches are most effective in advancing WBG Gender Strategy 2024–2030 objectives.

MELP findings will inform decisions on program priorities, resource allocation, and design of future calls for proposals, while also shaping engagement with Country Teams and implementing partners. In this way, MELP is not only a reporting tool but a strategic management instrument that enables UFGE to continuously refine its portfolio, respond to evolving gender challenges, and focus investments where they have the greatest impact.

The UFGE MELP ensures systematic tracking of results and learning across the program. It is designed to strengthen the UFGE’s effectiveness, adaptability, and accountability, while measuring progress of the WBG Gender Strategy Implementation Plan.

UFGE’s MELP will be implemented through:

1. **Regular progress reporting** by Task Teams (TTs) and Implementing Partners (IPs) on the status of activities.
2. **Annual program reviews** assessing performance, efficiency, and alignment with the UFGE Results Framework (RF) and WBG Gender Strategy objectives.
3. **Outcome and impact evaluations** at the regional and country levels led by TTLs.
4. **Knowledge exchange and peer learning** to share lessons and good practices across teams and partners.

These mechanisms will enable adaptive management, help to identify bottlenecks, ensure quality and timeliness, and maintain a clear link between UFGE investments and tangible development outcomes.

### 1.4 Continuous Learning and Adaptation

Knowledge and learning are core to UFGE’s approach. The MELP, Results Framework, and Theory of Change will be updated as necessary to reflect lessons learned, emerging priorities, and evolving WBG corporate guidance, including trust fund reforms and new M&E standards.

The UFGE Secretariat will oversee these updates, including the development of an automated results dashboard (subject to funding availability) to enhance visibility, accountability, and data use. Updates will be shared with the Partnership Council (PC) and discussed with the MEL Technical Advisory Group (MELTAG) to ensure continued alignment with WBG and donor priorities (see Table 1 for roles and responsibilities).

## 2. Monitoring

UFGE’s monitoring and reporting framework follows WBG Trust Fund Reporting as outlined in the [Trust Fund Reporting for Development Partners](#),<sup>1</sup> and [Guidance on Managing World Bank Trust Funds for Results](#)<sup>2</sup> and ensures transparency and accountability to partners and stakeholders.

The UFGE Secretariat will prepare an Annual Report summarizing results, financial performance, risks, lessons, and strategic priorities. These reports, shared with donors and published on the WBG UFGE website, will highlight UFGE’s contribution to the Gender Strategy and to WBG’s broader development objectives.

The UFGE may also commission thematic reviews and evaluations in coordination with donors and implementing teams. Reporting on grant progress and lessons learned by implementing teams is standardized and follows the UFGE coordination and reporting process (see Table 1). TTLs and IPs will provide standardized progress reports aligned with the UFGE Results Framework. This ensures consistent data across activities and facilitates aggregation of results at the program level.

In addition to annual reporting, the UFGE may engage TTLs and IPs on an ad hoc basis to provide supplementary information or respond to specific reporting requests from the PC. Any such requests will be made in a timely and coordinated manner, with due consideration to minimizing additional workload for teams and partners.

When assumptions or contextual factors change, the UFGE will adapt accordingly, reviewing the Theory of Change and RF to safeguard program relevance, sustainability, and impact.

## 3. Roles and Responsibilities

The UFGE Secretariat has roles in Strategy, Programme Management, and Monitoring and Evaluation (M&E) that are integrated with those of the UFGE PC, UFGE MELTAG, and the TTLs and IPs implementing UFGE-supported activities, projects, and programmes.

*Table 1. Roles and Responsibilities (Highlights)*

Staff/Unit	Responsibilities
UFGE Secretariat	<p><b>Strategy</b></p> <ul style="list-style-type: none"> <li>Sets the strategic direction of the UFGE Umbrella Programme for discussion with donors.</li> </ul> <p><b>Programme Management</b></p> <ul style="list-style-type: none"> <li>Sets the annual workplan of the UFGE.</li> <li>Oversees the overall grant/activity approval process and coordination of the implementation of UFGE supported activities, projects and programmes in cooperation with TTs and IPs.</li> <li>Ensures adequate and timely application of resources for approved activities, projects and programmes.</li> </ul> <p><b>Monitoring and Evaluation</b></p> <ul style="list-style-type: none"> <li>Designs UFGE RF and indicators in cooperation with TTLs, IPs and Donors.</li> <li>Oversees development and implementation of MELP.</li> </ul>

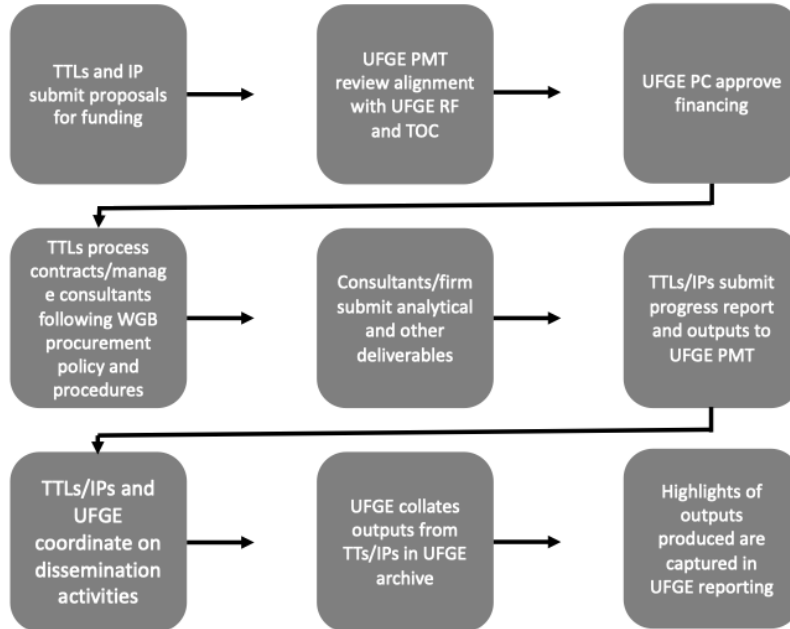
<sup>1</sup> World Bank, 2020. *Guidance Note: Trust Fund Reporting for Development Partners (Revised)*.

<sup>2</sup> World Bank, n.d. *Annex 2 Guidance on Managing World Bank Trust Funds for Results*, p. 4.

	<ul style="list-style-type: none"> <li>• Carries out monitoring of the implementation progress including financial monitoring and progress towards the achievement of results.</li> <li>• Coordinates with TTLs and IPs on the reporting and monitoring on activities and deliverables.</li> <li>• Prepares annual progress reports in line with the Results Framework and learning from implementing UFGE-supported activities.</li> <li>• Coordinates planning and preparation of evaluations and reviews as per the MELP.</li> <li>• Coordinates organization of knowledge and learning events and publications in cooperation with TTs and IPs.</li> <li>• Collates and disseminates outputs produced through activities, projects and programmes supported by the UFGE.</li> </ul>
<p>UFGE Partnership Council (PC)</p>	<p><b>Strategy</b></p> <ul style="list-style-type: none"> <li>• Provides guidance on strategy annual work plan.</li> </ul> <p><b>Monitoring and Evaluation</b></p> <ul style="list-style-type: none"> <li>• Represents donor interests in the UFGE achievement of results.</li> <li>• Receives annual progress reports prepared in line with the Results Framework and learning from implementing UFGE-supported activities.</li> </ul>
<p>UFGE MEL Technical Advisory Group (MELTAG)</p>	<p><b>Monitoring and Evaluation</b></p> <ul style="list-style-type: none"> <li>• Provides <b>advisory guidance</b> on the RF and Theory of Change.</li> <li>• Recommends <b>best practices and evidence</b> from donors/partners.</li> <li>• Supports tracking of <b>impacts, benefits, and lessons</b>.</li> <li>• Advises on <b>updates/revisions</b> to MEL frameworks.</li> <li>• Provides <b>resources and guidance</b> for evaluations, dashboards, and MEL initiatives.</li> </ul> <p><i>(Focus: Strategic, advisory, non-operational)</i></p>
<p>TTL/IP</p>	<p><b>Implementation</b></p> <ul style="list-style-type: none"> <li>• Ensures quality and timeliness of implementation of UFGE-supported activities, projects and programmes.</li> <li>• Ensures the quality and timeliness of deliverables arising from UFGE-supported activities, projects and programmes.</li> <li>• Hires and manages consultants as per the requirements of the particular activity, project or programme.</li> <li>• Submits all finalized deliverables.</li> </ul> <p><i>(Focus: Operational execution, data collection, adaptive management)</i></p> <p><b>Monitoring and Evaluation</b></p> <ul style="list-style-type: none"> <li>• Prepares quarterly and annual progress reports and tabulation of the indicators contributing to the RF of the activity, project or programme and of the UFGE (shows alignment and contribution).</li> <li>• Submits all finalized deliverables.</li> <li>• Coordinates with UFGE on knowledge dissemination and learning and participates in knowledge and learning activities and events.</li> <li>• Provides data and support to the UFGE for UFGE reporting, monitoring and evaluations.</li> </ul> <p><i>(Focus: Coordination, oversight, accountability, linking strategy and execution)</i></p>

The UFGE has a robust coordination and reporting process in which there are key milestones for monitoring and reporting.

*Figure 2. Milestones in the project cycle where UFGE M&E is activated*



#### 4. Data Sources and Data Sharing:

The UFGE utilizes various data sources to inform the RF:

- WBG Operations Portal
- Trust Fund Portal (allocations, disbursement, and efficiency)
- Progress Reports: regular updates from TTLs, IPs and other stakeholders on the status of the approved activities, disbursement and achieved milestones
- Presentations to UFGE PC and other key stakeholders on results from activities supported by UFGE
- Sharing of insights from implementation during events and ad hoc contact that will be documented by the UFGE Secretariat
- Sharing TTL-commissioned evaluations, assessments and diagnostics including of operations supported by activities funded through UFGE
- TTL surveys of stakeholders
- Financial reporting tracking allocations, expenditures and attribution to ensure efficient use of resources provided by UFGE and predictability

Data is collected on a regular basis during the financial year (FY) by the UFGE Secretariat, to a schedule that facilitates the annual production of reporting and any additional assessments during the year. Data on performance, effectiveness, and efficiency is archived by the UFGE Secretariat in the World Bank IT systems to be utilized in the key evaluations of the program.

## 4.1 Knowledge Sharing

The UFGE’s knowledge sharing strategy ensures that learning and evidence generated through UFGE-supported activities are actively applied to inform, adapt, and scale operations across the WBG and among external partners. Its key objectives are to:

1. **Capture and synthesize best practices and lessons learned** from UFGE grants, pilots, and evaluations.
2. **Translate evidence into actionable insights** through learning events, workshops, dashboards, publications, and digital platforms to enable operational teams and partners to replicate and scale effective approaches.
3. **Facilitate the scale-up of proven solutions** by integrating learning into policy design, implementation and dialogue, program and operations’ design, and implementation planning.

UFGE disseminates knowledge through multiple channels, including its own [website](#) and WBG websites, newsletters, blog posts, and implementing partner platforms. All materials are designed to enable operational teams and external partners to adopt lessons learned, replicate successful interventions, and scale innovations.

## 4.2 Ethics

TTs and IPs are responsible for addressing any ethical considerations related to data privacy and security of sensitive information. Any study undertaken by the UFGE Secretariat directly or with consultants complies with WBG Code of Ethics<sup>3</sup>, staff rules, and relevant policies and procedures within the WBG’s Policies and Procedures Framework. All evaluations undertaken by the UFGE Secretariat follow WBG guidance on evaluation principles.<sup>4</sup>

## 5. Monitoring and Evaluation Resources

The UFGE is committed to allocating adequate resources for MELP implementation. In accordance with the World Bank Group evaluation principles, the UFGE acknowledges:

- Independent evaluations should be adequately resourced through a separate budget allocation to ensure full structural and functional independence.
- Provisions for resources for mandatory self-evaluations should be included in the budgets of the UFGE.
- Resources for demand-driven self-evaluations are derived from multiple sources. When external sources of funding are used, they should, as relevant, be supplemented by adequate internal funding.<sup>5</sup>
- To ensure consistent and accurate reporting, the UFGE will provide Task Team Leaders (TTL) and Task Teams (TTs) with guidance materials containing clear definitions and instructions for each RF indicator, which they can share with their teams to standardize progress reporting and enhance data quality, comparability, and usability for monitoring and learning.

TTs and IPs are expected to provide resources to meet their own M&E requirements related to UFGE-supported activities.

<sup>3</sup> World Bank (n.d.). *Code of Ethics*.

<sup>4</sup> World Bank (2019). *World Bank Group Evaluation Principles*.

<sup>5</sup> *Ibid*, p.12.

## Annex 1. UFGE Results Framework with Targets

### **Pillar 1: Evidence for Informed and Scalable Solutions to Implement the WBG Gender Strategy 2024-2030**

**Objective: To support the WBG, development practitioners, country clients, and policymakers improve outcomes for gender equality by producing, synthesizing and sharing rigorous evidence on what works and piloting innovative evidence-based solutions to promote gender equality and drive country growth.**

#### **Outcome 1. Improved knowledge, and utilization of data, evidence and guidance in WBG public and private sector policies and operations.**

<b>OUTCOME INDICATOR</b>	<b>UNIT OF MEASURE</b>	<b>BASELINE (Y0) 2024</b>	<b>TARGET (Y6) 2030</b>	<b>NOTES, DATA SOURCES, FREQUENCY</b>
1.1 Knowledge products drawing on UFGE supported evidence and/or data.	Number	0	Core Analytics : 17  Non-Core Analytics : 185	<b>Notes:</b> <u>Quantitative indicator</u> . Disaggregated by type of knowledge product. As per the World Bank Knowledge Compact (2024) these are: (1) Core and (2) Non-core Analytics. Core Analytics include: (a) the Country Private Sector Diagnostic (CPSD 2.0); (b) the Public Finance Review (PFR); (c) the Country Economic Memorandum (CEM)/Country Growth and Jobs Report; (d) Poverty and Equity assessments (PEA) and (e) Country Climate Development Reports (CCDR). Non-core analytics fill additional knowledge gaps identified in country engagement work and include: (a) Advisory analysis (b) Research and (c) training and capacity building toolkits and curricula, and (d) other Internal knowledge products. <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.
1.2 World Bank Group operations that have integrated UFGE-supported evidence or data-based approaches.	Number	0	96	<b>Notes:</b> <u>Quantitative indicator</u> . Operations Disaggregated by type of operation (IPF, DPO, PforR, IFC etc). <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.
1.3 Government and private sector policy, strategy, legislation, frameworks or planning informed by UFGE evidence and/or data to advance gender equality.	Number of policies	0	31	<b>Notes:</b> <u>Quantitative indicator</u> . Disaggregated by number of policies and type of policy (e.g. Public/private sector). Annual reporting will include qualitative description of the indicator where data is available. For example, the type of policy and the evidence integrated such as evidence on gender related disparities. Note, amongst policies, national and regional strategies and plans are included. <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.

OUTPUT INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
1.4 Impact evaluations providing new evidence that have been supported by UFGE.	Number	0	In progress: 38 Completed: 59	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by: (a) those in progress, (b) those completed. Impact Evaluations (IE) commissioned by UFGE grantee. Definition of ‘in progress’ is an IE with an approved concept note. Having an approved concept note means that the IE design is complete. Definition of ‘completed’ is an IE with at least one follow-up survey round and associated analysis documenting impact completed. In an IE, a follow-up survey takes place after the intervention.</p> <p><b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.</p>
1.5 Studies sharing and synthesizing new data, analysis, evidence, and guidance.	Number	0	211	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by type (e.g. research paper, policy briefs, reports, and guidance notes). <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.</p>

**Pillar 2: Private Sector Solutions to Implement the WBG Gender Strategy 2024-2030**

**Objective: To Identify and promote the adoption of private sector-led solutions to advance gender equality through innovative research, tools and technical support to the private sector, policy makers and World Bank Group task teams.**

**Outcome 1. Enhanced knowledge, evidence and data to promote economic opportunities and unlock growth in the private sector.**

OUTCOME INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
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1.1 IFC projects that benefited from the knowledge products (report, toolkits, training modules and publication).	Number	0	1	<p><b>Notes:</b> <u>Quantitative indicators.</u> Reporting to include description of projects informed and how they were informed (with what output).</p> <p><b>Data source:</b> IFC/MIGA. <b>Frequency of collection:</b> Annual.</p>
1.2 Newly developed or revised advisory products or services (based on findings from the feasibility studies, sector or market studies, diagnostic assessments, business plan/strategy and implementation plan, best industry standards, lessons learned, policy papers, etc).	Number	0	6	<p><b>Notes:</b> <u>Quantitative indicators.</u> Number of products.</p> <p><b>Data source:</b> IFC/MIGA. <b>Frequency of collection:</b> Annual.</p>
1.3 Number of private sector companies that incorporate scalable/replicable models	Number	0	10	<p>Note: Number of private sector companies adopting new practices or policies to increase women's access to better jobs and services.</p> <p><b>Data source:</b> IFC <b>Frequency of collection:</b> Annual.</p>
1.4 Number of female employees reached directly through client advisory services	Number	0	4000	<p><b>Data source:</b> IFC <b>Frequency of collection:</b> Annual.</p>
1.5 Number of private sector companies reached through UFGE-funded engagements	Number	0	50	<p><b>Data source:</b> IFC <b>Frequency of collection:</b> Annual.</p>
<b>OUTPUT INDICATOR</b>	<b>UNIT OF MEASURE</b>	<b>BASELINE (Y0) 2024</b>	<b>TARGET (Y6) 2030</b>	<b>NOTES, DATA SOURCES, FREQUENCY</b>
1.6 Knowledge products drawing on UFGE supported evidence and/or data.	Number	0	1	<p><b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by type (e.g., research paper, policy briefs, reports, and guidance notes) and if the knowledge product is internal or external. This category includes ALL other analytics besides the WBG Core Analytics. Knowledge products fill additional knowledge gaps identified in country engagement work and include: (a) Advisory analysis (b) Research and (c) training and capacity building toolkits and curricula, and (d) other knowledge products including studies sharing and synthesizing new data, analysis, evidence, and guidance, regional reports, global reports, data reports, analytical reports etc.</p> <p><b>Data source:</b> IFC, MIGA. <b>Frequency of collection:</b> Annual.</p>

1.7 Learning and dissemination events with policymakers, country stakeholders, companies, WBG teams.	Number	0	2	<p><b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by type of events, including South-South exchanges, knowledge-sharing workshops, brown-bag lunch sessions, webinars, technical learning sessions, policy roundtables, training sessions, conferences, and dissemination events.</p> <p><b>Data source:</b> IFC, MIGA.</p> <p><b>Frequency of collection:</b> Annual.</p>
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### Pillar 3: More and Better Gender Data to Implement the WBG Gender Strategy 2024-2030

**Objective: To support projects aimed at improving the quality and availability of gender data at the country-level to inform policies, operations, and programs, and track results.**

#### Outcome 1. Improved Gender Data and Gender Data Utilization

OUTCOME INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
1.1 New or improved data on gender openly and freely available.	Number	0	62	<p><b>Notes:</b> <u>Quantitative indicator.</u> Counting number of datasets. Annual reporting will include description of the indicators/datasets/sources and a disaggregation by program supported ((SGS, WBL, WBG Gender Data Portal, We-Fi, and LSMS), by type of dataset/sources/survey/censuses, means of availability (online sources), and download/use data.</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual.</p>
1.2 World Bank Group operations and investments informed by data provided by UFGE-supported programs and projects.	Number	0	31	<p><b>Notes:</b> <u>Quantitative indicators.</u> Disaggregated by source of data (SGS, WBL, WBG Gender Data Portal, We-Fi, and LSMS) and the operations supported (IPF, DPO, PforR etc.).</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual.</p>
1.3 Country-level policies, strategies or legislative change informed by UFGE-supported data, policy briefs/notes and policy input.	Number	0	52	<p><b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by number of policies (public or private sector). Where data is available annual reporting will include qualitative description of the changes brought about and predicted/realised impact. Note, amongst policies, national and regional strategies and plans are included.</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual.</p>

OUTPUT INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
1.4 Knowledge products drawing on UFGE supported evidence and/or data.	Number	0	49	<b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by program that supported the production of output ((SGS, WBL, WBG Gender Data Portal, We-Fi, and LSMS) sector and GP, type of publication, download and user statistics. <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.
1.5 Countries supported with capacity building in gender data production, analysis, visualization or dissemination.	Number	0	85	<b>Notes:</b> <u>Quantitative indicator.</u> <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.

**Pillar 4: Multi-sectoral Country-driven Solutions to Implement the WBG Gender Strategy 2024-2030**

**Objective: To generate new knowledge, evidence, and data for regions and countries on advancing cross-cutting solutions areas of the WBG Gender Strategy 2024–2030, namely, social norms and behavioral changes; gender, climate and jobs; integrating gender analysis in country core diagnostics; and macro-fiscal policies and spurring cohesive country programs to drive transformative change.**

**Outcome 1. WBG operational and country teams proactively identify and incorporate behaviourally informed activities in WBG-financed interventions, with a view toward shifting mindsets and addressing social norms to unlock economic opportunities.**

OUTCOME INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
1.1 World Bank Group operations implementing social norms interventions.	Number	0	15	<b>Notes:</b> <u>Quantitative indicators.</u> Disaggregated by type (IPF, DPO PforR, IFC etc). Where data is available annual reporting will include the predicted and/or realized impact of supported operations. <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.
1.2 Tested solutions brought to scale (includes those piloted by the operations UFGE supports and solutions that have been tested elsewhere and that UFGE supports to bring to scale).	Number	0	6	<b>Notes:</b> <u>Quantitative indicators.</u> Where data is available annual reporting will include metrics from the scaled/tested solution. <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.

OUTPUT INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
1.3 Thematic policy notes and measurement tools developed.	Number	0	30	<p><b>Notes:</b> <u>Quantitative indicators</u>. Number of outputs. Where data is available annual reporting will include data on anticipated or realised outcome of policy notes and tools.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
<b><u>Outcome 2. Deepened WBG-wide analytical and operational integration, capacity, and partnership with country clients and other actors on the gender, climate and jobs nexus.</u></b>				
OUTCOME INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
2.1 World Bank Group operations/investments supported or informed by UFGE-supported data/analytics on the gender-climate and jobs nexus.	Number	0	22	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by type (IPF, DPO PforR, IFC etc). Where data is available annual reporting will include the predicted and/or realised impact of supported operations.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
2.2 World Bank Group core diagnostics, particularly CCDRs, informed by UFGE Gender, Climate and Jobs data/knowledge.	Number	0	1	<p><u>Quantitative indicator</u>. Number of CCDRs or other core diagnostics informed. Annual reporting will include the details of specific products informed by UFGE data/knowledge.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
OUTPUT INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
2.3 Gender-climate nexus related statistical analytics, research papers, evaluations, methodologies and publications supported through UFGE.	Number	0	11	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by type (e.g., research paper, policy briefs, reports, and guidance notes) and if the knowledge product is internal or external. This category includes ALL other analytics besides the WBG Core Analytics. Knowledge products fill additional knowledge gaps identified in country engagement work and include: (a) Advisory analysis (b) Research and (c) training and capacity building toolkits and curricula, and (d) other knowledge products including studies sharing and synthesizing new data, analysis, evidence, and guidance, regional reports, global reports, data reports, analytical reports, etc.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>

**Outcome 3. WBG operations integrate Gender Analysis in Country Core Diagnostics and Macro-Fiscal Policies.**

<b>OUTCOME INDICATOR</b>	<b>UNIT OF MEASURE</b>	<b>BASELINE (Y0) 2024</b>	<b>TARGET (Y6) 2030</b>	<b>NOTES, DATA SOURCES, FREQUENCY</b>
3.1 World Bank Group core analytics informed by UFGE data/knowledge.	Number	0	15	<p><b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by internal and external diagnostics and type of diagnostic. WBG Core Diagnostics include: (a) the Country Private Sector Diagnostic (CPSD 2.0); (b) the Public Finance Review (PFR); (c) the Country Economic Memorandum (CEM)/Country Growth and Jobs Report (CGJR); (d) Poverty and Equity assessments (PEA) and (e) Country Climate Development Reports (CCDR).</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
3.2 Country requests from World Bank Group teams or client institutions for new or expanded engagement with the WBG resulting from UFGE work.	Number	0	6	<p><u>Quantitative indicators.</u> Number of country requests. Annual reporting includes description of nature of requests, requests fulfilled and the expected or realized outcomes of supported engagement. Resulting from UFGE work refers to any input from UFGE financed activities such as TA that result in additional requests.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
3.3 World Bank Group operations/investments informed by UFGE-supported macro-fiscal analytics.	Number	0	4	<p><b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by type (IPF, DPO PforR, IFC etc). Where data is available annual reporting will include the predicted and/or realized impact of supported operations.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
3.4 Government sector policy, strategy, legislation, frameworks or planning informed by UFGE evidence and/or data to advance gender equality.	Number of policies	0	4	<p><b>Notes:</b> <u>Quantitative indicator.</u> Annual reporting will include qualitative description of the indicator where data is available. For example, the type of policy and the evidence integrated such as evidence on gender related disparities. Note, amongst policies, national and regional strategies and plans are included.</p> <p><b>Data source:</b> World Bank Group, TTLs.  <b>Frequency of collection:</b> Annual.</p>
<b>OUTPUT INDICATOR</b>	<b>UNIT OF MEASURE</b>	<b>BASELINE (Y0) 2024</b>	<b>TARGET (Y6) 2030</b>	<b>NOTES, DATA SOURCES, FREQUENCY</b>
3.5 Macro-fiscal related statistical analytics, abstracts, research papers,	Number	0	11	<p><b>Notes:</b> <u>Quantitative indicator.</u> Disaggregated by type (e.g., research paper, policy briefs, reports, and guidance notes) and if the knowledge product is internal or external. This category includes ALL other analytics besides the WBG Core Analytics. Knowledge products fill additional knowledge</p>

evaluations, methodologies and publications.				gaps identified in country engagement work and include: (a) Advisory analysis (b) Research and (c) training and capacity building toolkits and curricula, and (d) other knowledge products including studies sharing and synthesizing new data, analysis, evidence, and guidance, regional reports, global reports, data reports, analytical reports etc.  <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.
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**Outcome 4. Improved operations targeting women’s economic participation in Iraq, Jordan, and Lebanon.**

<b>OUTCOME INDICATOR</b>	<b>UNIT OF MEASURE</b>	<b>BASELINE (Y0) 2024</b>	<b>TARGET (Y6) 2030</b>	<b>NOTES, DATA SOURCES, FREQUENCY</b>
4.1 World Bank Group operations that have integrated UFGE-supported, evidence or data-based approaches.	Number	0	9	<b>Notes:</b> <u>Quantitative indicator</u> . Disaggregated by type (IPF, DPO PforR, IFC etc). Where data is available annual reporting will include the predicted and/or realized impact of supported operations.  <b>Data source:</b> World Bank Group, TTLs. <b>Frequency of collection:</b> Annual.
4.2 Legislative and policy changes to advance gender equality informed by Mashreq Gender Facility (MGF) activities and outputs.	Number of policies	0	5	<b>Notes:</b> <u>Quantitative indicator</u> . Disaggregated by country (Iraq, Jordan, Lebanon) and sector, and by public and private sector policies. Annual reporting will include qualitative description of the indicator where data is available. For example, the type of policy and the evidence integrated such as evidence on gender related disparities. Note, amongst policies, national and regional strategies and plans are included.  <b>Data source:</b> World Bank Group, MGF. <b>Frequency of collection:</b> Annual.
<b>OUTPUT INDICATOR</b>	<b>UNIT OF MEASURE</b>	<b>BASELINE (Y0) 2024</b>	<b>TARGET (Y6) 2030</b>	<b>NOTES, DATA SOURCES, FREQUENCY</b>
4.3 Analytical reports covering frontier issues and persistent gaps, knowledge briefs by Mashreq Gender Facility.	Number	0	5	<b>Notes:</b> <u>Quantitative indicator</u> . Disaggregated by type (e.g., research paper, policy briefs, reports, and guidance notes) and if the knowledge product is internal or external. This category includes ALL other analytics besides the WBG Core Analytics. Knowledge products fill additional knowledge gaps identified in country engagement work and include: (a) Advisory analysis (b) Research and (c) training and capacity building toolkits and curricula, and (d) other knowledge products including studies sharing and synthesizing new data, analysis, evidence, and guidance, regional reports, global reports, data reports, analytical reports etc.  <b>Data source:</b> World Bank Group, MGF. <b>Frequency of collection:</b> Annual.

**Outcome 5. Fast Track countries translate the Gender Strategy into coherent country-led programming and tangible impact and pursue promising opportunities in frontier areas.**

OUTCOME INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
5.1 Countries supported in line with Gender Strategy objectives and Implementation Plan.	Number	0	21	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by country and focus of grant.</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual</p>
5.2 Operations/investments including by IFC in Fast Track countries that are supported by UFGE or that are informed by analytics produced by activities supported by the UFGE.	Number	0	25	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by type (IPF, DPO PforR, IFC etc). Where data is available annual reporting will include the predicted and/or realized impact of supported operations</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual.</p>
5.3 Government and private sector policy improved or implemented in Fast Track Countries that is informed by UFGE evidence and/or data.	Number of policies	0	20	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by public and private sector policy. Annual reporting will include qualitative description of the indicator where data is available. For example, the type of policy and the evidence integrated such as evidence on gender related disparities. Note, amongst policies, national and regional strategies and plans are included.</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual.</p>
OUTPUT INDICATOR	UNIT OF MEASURE	BASELINE (Y0) 2024	TARGET (Y6) 2030	NOTES, DATA SOURCES, FREQUENCY
5.4 Knowledge products drawing on UFGE supported evidence and/or data.	Number	0	20	<p><b>Notes:</b> <u>Quantitative indicator</u>. Disaggregated by type (e.g., research paper, policy briefs, reports, and guidance notes) and if the knowledge product is internal or external. This category includes ALL other analytics besides the WBG Core Analytics. Knowledge products fill additional knowledge gaps identified in country engagement work and include: (a) Advisory analysis (b) Research and (c) training and capacity building toolkits and curricula, and (d) other knowledge products including studies sharing and synthesizing new data, analysis, evidence, and guidance, regional reports, global reports, data reports, analytical reports etc.</p> <p><b>Data source:</b> World Bank Group, TTLs.</p> <p><b>Frequency of collection:</b> Annual.</p>

## Annex 2. UFGE Theory of Change and Results Framework

