

# Measuring what is achieved in protection?

## Targeted actions

Built on existing indicators from indicator registry and clusters;  
Accompanied by explanations, definitions and what must be  
defined by partners;  
Testing during 2017 contracts has shown relatively good uptake;  
Consultation has been done before finalising KRIs.

## Mainstreaming

- Built around the four aspects of mainstreaming;
- Accompanied by explanations and definitions;
- Completely voluntary - used through engagement with partners;
- Not likely to become KRIs/KOIs as not attached to a sector;
- Review process planned for 2018;
- Relevant for ALL sectors!

*At output level - KRIs - now mandatory*

[illegible]

*At outcome level - KOs - not mandatory*

[illegible]

### Measuring protection outputs and outcomes

- Key aspects of all KRI and HDIs
  - KRIs can be sector-based or multi-sectorial. KRIs are linked to one sub-sector only
  - In principle only ONE KRI per sub-sector and a limited number of sub-sectors per sector in the ECHO APPEL system. KRIs are mandatory and inserted automatically when sub-sector selected.
  - KRIs have to be numerical as they have to be aggregable - thus quality aspects are reflected in formulations.
  - Comments field and MDGs should be used to define exactly what standards and qualitative aspects are reflected in indicators and how they will be measured.

Output indicators for protection measure the specific steps and measures taken by the project to influence the behaviour of key, primary and duty-bearer

*Outcome indicators for protection capture the change in the threats and vulnerabilities as well as the capacities of the affected population*

**Current state of play:**

- Protection IIRs will start as of 2019 IIRs (in the system since 16 October), draft versions are already being tested internally by partners in JDT contracts
- No protection HCE will be added at this point in time – BUT under testing and development
- Indicators for protection mainstreaming also being tested, but will not be inserted in the system at this point in time

**At output level**

Choose most relevant aspect(s) in sectors where it makes most sense!

- Do no harm

### Accountability

- Refusals of individuals leading to risk assessment, restrictions, monitoring absent as a result of the intervention
- If risk assessment systems conducted during the project period absent with relevant coordination mechanisms and partners
- If resources and/or facilities that are available in safe and accessible locations, respecting the values and customs of the community

[illegible]

**Meaningful access**

[illegible]

### Participation

- **Participatory design:**
  - **Participatory design:** a set of concepts and methods that can describe having participated in project design
  - **Participatory design:** a set of individuals that have improved their participation through enhanced local agency and their rights, and their commitments
  - **Participatory design:** a set of individuals that have improved their participation through enhanced local agency and their rights, and their commitments
  - **Participatory design:** a set of individuals that have improved their participation through enhanced local agency and their rights, and their commitments

- At outcome level

Choose one indicator per action!

## General

<b>Indicator Outputs</b>	<p>Staff interviews (disaggregated by sex, age and diversity) reporting that humanitarian assistance is delivered in a safe, accessible and gender-paltry manner</p> <p>Work activities that incorporate principles of meaningful access, safety and dignity through a community participatory approach</p>
--------------------------	---

**PSFA**

**Indicator Clusters**

Set of humanitarian organizations and service providers that have in place mechanisms to prevent and respond to sexual exploitation and abuse by their staff

## Measuring what is achieved in protection?

## Targeted actions

Built on existing indicators from indicator registry and clusters;  
Accompanied by explanations, definitions and what must be defined by partners;  
Testing during 2017 contracts has shown relatively good uptake;  
Consultation has been done before finalising KRIs.

## Mainstreaming

- Built around the four aspects of mainstreaming;
- Accompanied by explanations and definitions;
- Completely voluntary - used through engagement with partners;
- Not likely to become KRIs/KOIs as not attached to a sector;
- Review process planned for 2018;
- Relevant for ALL sectors!

### Measuring protection outputs and outcomes

Key aspects of all NRIs and NCHs

- MQIVs can be sector-based or sub-sectoral. IIRIs are linked to one sub-sector only.
- In principle only ONE IRI per sub-sector and a limited number of sub-sectors per sector in the ECHO APPREL system. IIRIs are mandatory and inserted automatically when sub-sector selected.
- IIRIs have to be numerical as they have to be aggregable – thus quality aspects are reflected in formulations.
- Comments field and MQIVs should be used to define exactly what standards and qualitative aspects are reflected in indicators and how they will be measured.

*Output indicators for protection measure the specific steps and measures taken by the project to influence the behaviour of key, primary and duty-bearer*

Outcome indicators for protection capture the change in the threats and vulnerabilities as well as the capacities of the affected population

**Current state of play:**

- Protection IIRs will start as of 2012 IIRs (in the system since 16 October), draft versions are already being tested internally by partners in IOT contacts
- No protection HCR will be added at this point in time - BUT under testing and development
- Indicators for protection mainstreaming also being tested, but will not be inserted in the system at this point in time.

**At output level - KRIs - now mandatory**

Topic	Question	Answer
1. What is the main purpose of the research project?	What has the research for, possibilities for the solution of the problem? Research should not be done just for the sake of knowledge, but for the sake of solving a problem or achieving a specific goal.	Formulation of the research problem and objectives.
2. What are the main research questions or hypotheses?	What are the main research questions or hypotheses? What are the main research questions or hypotheses? What are the main research questions or hypotheses?	Formulation of the research questions or hypotheses.
3. What are the main research methods or techniques?	What are the main research methods or techniques? What are the main research methods or techniques? What are the main research methods or techniques?	Formulation of the research methods or techniques.
4. What are the main research results or findings?	What are the main research results or findings? What are the main research results or findings? What are the main research results or findings?	Formulation of the research results or findings.
5. What are the main research conclusions or recommendations?	What are the main research conclusions or recommendations? What are the main research conclusions or recommendations? What are the main research conclusions or recommendations?	Formulation of the research conclusions or recommendations.
6. What are the main research limitations or strengths?	What are the main research limitations or strengths? What are the main research limitations or strengths? What are the main research limitations or strengths?	Formulation of the research limitations or strengths.
7. What are the main research references or sources?	What are the main research references or sources? What are the main research references or sources? What are the main research references or sources?	Formulation of the research references or sources.
8. What are the main research acknowledgments or thanks?	What are the main research acknowledgments or thanks? What are the main research acknowledgments or thanks? What are the main research acknowledgments or thanks?	Formulation of the research acknowledgments or thanks.
9. What are the main research appendices or supplements?	What are the main research appendices or supplements? What are the main research appendices or supplements? What are the main research appendices or supplements?	Formulation of the research appendices or supplements.
10. What are the main research notes or footnotes?	What are the main research notes or footnotes? What are the main research notes or footnotes? What are the main research notes or footnotes?	Formulation of the research notes or footnotes.

**At outcome level - KOs - not mandatory**

[illegible]

At output level

Choose most relevant aspect(s) in sectors where it makes most sense

- Do no harm

### Accountability

- **DO NOT HARM:** Individuals at risk (assessments, restrictions, security or abuse) as a result of the intervention
- **4 of risk assessment updates** conducted during the project period (shared with relevant coordination mechanisms and partners)
- **4 of services and/or facilities** that are available to safe and economic facilities, respecting the culture and context of the community

[illegible]

- Meaningful access

### Participation

[illegible]

	<p>1. <b>What is the purpose of the design?</b></p> <p>2. <b>What are the design requirements?</b></p> <p>3. <b>What are the design constraints?</b></p> <p>4. <b>What are the design objectives?</b></p> <p>5. <b>What are the design criteria?</b></p> <p>6. <b>What are the design parameters?</b></p> <p>7. <b>What are the design variables?</b></p> <p>8. <b>What are the design outputs?</b></p> <p>9. <b>What are the design inputs?</b></p> <p>10. <b>What are the design processes?</b></p> <p>11. <b>What are the design tools?</b></p> <p>12. <b>What are the design methods?</b></p> <p>13. <b>What are the design techniques?</b></p> <p>14. <b>What are the design strategies?</b></p> <p>15. <b>What are the design approaches?</b></p> <p>16. <b>What are the design frameworks?</b></p> <p>17. <b>What are the design models?</b></p> <p>18. <b>What are the design simulations?</b></p> <p>19. <b>What are the design experiments?</b></p> <p>20. <b>What are the design evaluations?</b></p> <p>21. <b>What are the design verifications?</b></p> <p>22. <b>What are the design validations?</b></p> <p>23. <b>What are the design confirmations?</b></p> <p>24. <b>What are the design demonstrations?</b></p> <p>25. <b>What are the design implementations?</b></p> <p>26. <b>What are the design deployments?</b></p> <p>27. <b>What are the design operations?</b></p> <p>28. <b>What are the design maintenance activities?</b></p> <p>29. <b>What are the design update activities?</b></p> <p>30. <b>What are the design decommissioning activities?</b></p>
--	--

- At outcome level

Choose one indicator per action!

## General

Indicator Category	Indicator Description
Indicator 1	% of beneficiaries (disaggregated by sex, age and disability) reporting that humanitarian assistance is delivered in a safe, accessible and participatory manner
Indicator 2	% of activities that incorporate principles of meaningful access, safety and dignity through a community participatory approach

**PSEA**

**Indicator Clusters**

Social humanitarian organizations and service providers that have in place mechanisms to prevent and respond to sexual exploitation and abuse in the state staff

# *Measuring protection outputs and outcomes*

## **Key aspects of all KRIs and KOIs:**

- KOIs can be sector-based or multi-sectorial; KRIs are linked to one sub-sector only.
- In principle only ONE KRI per sub-sector and a limited number of sub-sectors per sector in the ECHO APPEL system; KRIs are mandatory and inserted automatically when sub-sector selected.
- KRIs have to be numerical as they have to be aggregatable - thus quality aspects are reflected in formulations.
- Comments field and MOVs should be used to define exactly what standards and qualitative aspects are reflected in indicators and how they will be measured.

*Output indicators for protection measure the specific steps and measures taken by the project to influence the behaviour of key, primary and duty-bearer*

*Outcome indicators for protection capture the change in the threats and vulnerabilities as well as the capacities of the affected population*

## **Current state of play:**

- Protection KRIs will start as of 2018 HIPs (in the system since 16 October); draft versions are already being tested voluntarily by partners in 2017 contracts;
- No protection KOI will be added at this point in time - BUT under testing and development;
- Indicators for protection mainstreaming also being tested, but will not be inserted in the system at this point in time.

# Measuring what is achieved in protection?

## Targeted actions

Built on existing indicators from indicator registry and clusters;  
Accompanied by explanations, definitions and what must be defined by partners;  
Testing during 2017 contracts has shown relatively good uptake;  
Consultation has been done before finalising KRIs.

### Measuring protection outputs and outcomes

New aspects of all NREs and MREs

- Key aspects of all IWRs and AQWIs
  - AQIs can be sector-based or multi-sectoral. IWRs are linked to one sub-sector only
  - In principle only ONE IWR per sub-sector and a limited number of sub-sectors per sector in the ECHO APPEL system. IWRs are not intended to be numerically aggregated
  - IWRs have to be numerical as they have to be aggregatable – thus quality aspects are reflected in formulations.
  - Comments field and AQWIs should be used to define exactly what standards and qualitative aspects are reflected in indicators and how they will be measured.

**Output indicators for protection** measure the specific steps and measures taken by the project to influence the behaviour of key, primary and duty-bearer

*Outcome indicators for protection capture the change in the threats and vulnerabilities as well as the capacities of the affected population*

**Current state of play:**

- Protection IIRs will start as of 2018 IIRs (in the system since 16 October); draft versions are already being tested holistically by partners in IOT contacts
- No protection KCI will be added at this point in time – BUT under testing and development
- Indicators for protection mainstreaming also being tested, but will not be inserted in the system at this point in time

*At output level - KRIs - now mandatory*

[illegible]

*At outcome level - KOs - not mandatory*

"Feeling safer".

[illegible]

and working on one to measure policy changes and work with duty-bearers/perpetrators.

Coping strategies:

Company: Capital Dynamics India (CDI) www.cdii.com	CDI aims to be an incubator according to RFI model whereby it creates a network. The purpose of the network is shared in the idea exchange between the incubated company and the incubation entities in combination with external stakeholders network.	Indian Venture Capital Association (ICVCA) Survey 2015 15/10/2015
--	---	---

## Mainstreaming

- Built around the four aspects of mainstreaming;
- Accompanied by explanations and definitions;
- Completely voluntary - used through engagement with partners;
- Not likely to become KRIs/KOIs as not attached to a sector;
- Review process planned for 2018;
- Relevant for ALL sectors!

**At output level**

Choose most relevant aspect(s) in sectors where it makes most sense!

- **Do no harm**

### Accountability

- **DOING NO HARM:** Individuals/Outgroups
  - Refrains from individuals/being at risk (assessment, restrictions, security) or abuse as a result of the intervention
  - If risk assessment applies conducted during the project period shared with relevant coordination mechanisms and partners
  - If of services and/or facilities that are available in safe and accessible locations, ensuring the culture and customs of the community

[illegible]

**Meaningful access**

### Participation

1. The company is not a public company, so it is not subject to the same level of scrutiny as public companies.

- **Participation in design outcomes:**
  - if commitment that can describe how to participate in project design
  - if individuals that have improved their participation through exchange of ideas, change on their rights, and their commitments
  - if work teams or self groups suggest and implement the participation of values and groups, in the design and targeting and a meaningful of

- At outcome level

Choose one indicator per action!

## General

Indicator Outputs
% of beneficiaries (disaggregated by sex, age and diversity) reporting that humanitarian assistance is delivered in a safe, accountable and participatory manner

**PSEA**

**Indicator Clusters**  
Set of transnational organizations and service providers that have in place mechanisms to prevent and respond to sexual exploitation and abuse by their own staff

# At output level - KRIs - now mandatory

KRI (output)	Sector *
	Protection
Number of persons who receive an appropriate response	Prevention of and response to violence
Note that there are two possibilities for KRIs under this sub-sector. Partners should select the KRI that most applies to the focus of their action – response or prevention, and may subsequently add the other KRI as a custom indicator.	
Number of persons reached by the implementation of specific prevention measures	Prevention of and response to violence
Number of persons who obtain appropriate documentation/legal status	Documentation, status and protection of individuals
Number of persons who have received detention visits by the end of the project	Detention
Number of persons separated from their family who have re-established and maintained contacts AND/OR have been reunified with their families	Tracing and reunification
Number of concrete strategies to prevent, report and/or respond to child recruitment at individual, community and/or national level	Child soldiers/ Children Associated with Armed Forces and Armed Groups (CAAFAG)
Number of unaccompanied and/or separated children who are reunited with their caregivers OR in appropriate protective care arrangements based on BIA	Support to separated /unaccompanied children
Number of survivors who receive an appropriate response to GBV	Gender-based violence (prevention, response, other)
Note that there are two possibilities for KRIs under this sub-sector. Partners should select the KRI that most applies to the focus of their action– response or prevention, and may subsequently add the other KRI as a custom	
Number of persons reached by the implementation of specific GBV prevention measures	Gender-based violence (prevention, response, other)
Number of persons who receive information on relevant rights, legal aid and documentation AND/OR support to alternative housing	Housing, land and property rights
Number of protection information management (PIM) products enabling evidence-informed action for quality protection outcomes produced	Protection information management and monitoring
Number of persons with increased/appropriate information on relevant rights and/or entitlements	Protection information dissemination
Number of advocacy products produced and disseminated AND/OR number of meetings/events held	Protection advocacy
Number of participants showing an increased knowledge on the protection subject in focus	Capacity building (Protection)

## *At outcome level - KOIs - not mandatory*

"Feeling safer":

Key Outcome Indicator (KOI)	Definition/Description	Source/Method of Verification
% of persons/target population in a given context reporting an improved feeling of safety and dignity by the end of the intervention compared to at the beginning	In the comments field: 1) Safety and dignity to be defined and qualified in each context based on the elements identified in the risk analysis – this could be improved freedom of movement; reduced level of violence; better access to services, livelihoods, etc. This requires a solid baseline around questions best qualifying safety and dignity in that particular context to be established at the start of the intervention, and measured again at the end of the intervention. In order to cope with attribution the people interviewed should also be able to mention at least X [X to be defined at proposal stage] activities of the action that contributed to improve safety and dignity; 2) Provide absolute numbers; 3) Disaggregate numbers by age and sex.	[Adjust/specify as necessary and justified] Baseline and end-line survey with at least 5% statistically accurate representative sample of population;

and working on one to measure policy changes and work with duty-bearers/perpetrators.....

Coping strategies:

Average Coping Strategies Index (CSI) score for the target population	CSI score is to be calculated according to WFP methodology (frequency x weight). The full (not the reduced) CSI should be the main outcome indicator for livelihoods projects and for multi-purpose assistance in combination with relevant sector-specific outcome indicators.	[Adjust/specify as necessary and justified] Household survey with representative sampling.
---	--	---

# Measuring what is achieved in protection?

## Targeted actions

Built on existing indicators from indicator registry and clusters;  
Accompanied by explanations, definitions and what must be defined by partners;  
Testing during 2017 contracts has shown relatively good uptake;  
Consultation has been done before finalising KRIs.

## Mainstreaming

- Built around the four aspects of mainstreaming;
- Accompanied by explanations and definitions;
- Completely voluntary - used through engagement with partners;
- Not likely to become KRIs/KOIs as not attached to a sector;
- Review process planned for 2018;
- Relevant for ALL sectors!

*At output level - KRIs - now mandatory*

Topic	Learning Objectives
1. <b>What is the difference between a variable and a constant?</b>	Variable
2. <b>What is the difference between a variable and a constant?</b>	Constant
3. <b>What is the difference between a variable and a constant?</b>	Variable
4. <b>What is the difference between a variable and a constant?</b>	Constant
5. <b>What is the difference between a variable and a constant?</b>	Variable
6. <b>What is the difference between a variable and a constant?</b>	Constant
7. <b>What is the difference between a variable and a constant?</b>	Variable
8. <b>What is the difference between a variable and a constant?</b>	Constant
9. <b>What is the difference between a variable and a constant?</b>	Variable
10. <b>What is the difference between a variable and a constant?</b>	Constant
11. <b>What is the difference between a variable and a constant?</b>	Variable
12. <b>What is the difference between a variable and a constant?</b>	Constant
13. <b>What is the difference between a variable and a constant?</b>	Variable
14. <b>What is the difference between a variable and a constant?</b>	Constant
15. <b>What is the difference between a variable and a constant?</b>	Variable
16. <b>What is the difference between a variable and a constant?</b>	Constant
17. <b>What is the difference between a variable and a constant?</b>	Variable
18. <b>What is the difference between a variable and a constant?</b>	Constant
19. <b>What is the difference between a variable and a constant?</b>	Variable
20. <b>What is the difference between a variable and a constant?</b>	Constant

*At outcome level - KOs - not mandatory*

**"Feeling safer":**

Intervention	Outcomes
<p>• A 12-week, home-based program for 21 police officers in the United Kingdom who were exposed to the threat of terrorism or violence in the line of duty</p>	<p>• Significant improvements in perceived safety, self-efficacy, and confidence in the police force</p> <p>• Significant improvements in perceived safety, self-efficacy, and confidence in the police force</p>

and working on one to measure policy changes and work with duty-bearers/perpetrators...

**Coping strategies:**

Intervention	Outcomes
<p>• A 12-week, home-based program for 21 police officers in the United Kingdom who were exposed to the threat of terrorism or violence in the line of duty</p>	<p>• Significant improvements in perceived safety, self-efficacy, and confidence in the police force</p> <p>• Significant improvements in perceived safety, self-efficacy, and confidence in the police force</p>

### Measuring protection outputs and outcomes

- Key aspects of all KRI and HDIs
  - KRIs can be sector-based or multi-sectorial. KRIs are linked to one sub-sector only
  - In principle only ONE KRI per sub-sector and a limited number of sub-sectors per sector in the ECHO APPEL system. KRIs are mandatory and inserted automatically when sub-sector selected.
  - KRIs have to be numerical as they have to be aggregable - thus quality aspects are reflected in formulations.
  - Comments field and MDGs should be used to define exactly what standards and qualitative aspects are reflected in indicators and how they will be measured.

Output indicators for protection measure the specific steps and measures taken by the project to influence the behaviour of key, primary and duty-bearer

*Outcome indicators for protection capture the change in the threats and vulnerabilities as well as the capacities of the affected population*

**Current state of play:**

- Protection IIRs will start as of 2019 IIRs (in the system since 16 October), draft versions are already being tested internally by partners in JOT contracts
- No protection HCE will be added at this point in time - BUT under testing and development
- Indicators for protection mainstreaming also being tested, but will not be inserted in the system at this point in time

**At output level**

Choose most relevant aspect(s) in sectors where it makes most sense!

- Do no harm

### Accountability

- Refusals of individual's leading or risk assessment, restrictions, security or abuse as a result of the intervention
- If risk assessment system conducted during the project period should be relevant coordination mechanisms and partners
- If of services and/or facilities that are available in safe and accessible locations, respecting the culture and customs of the community

25/04/2015, 11:46 AM

1. The following information is taken from the accounts of a company for the year ended 31/12/2014:

2. The company has a number of employees who are entitled to a bonus of 10% of their basic salary if they have worked for the company for at least 10 years.

3. The company has a number of employees who are entitled to a bonus of 5% of their basic salary if they have worked for the company for at least 5 years.

4. The company has a number of employees who are entitled to a bonus of 2.5% of their basic salary if they have worked for the company for at least 2.5 years.

5. The company has a number of employees who are entitled to a bonus of 1.25% of their basic salary if they have worked for the company for at least 1.25 years.

6. The company has a number of employees who are entitled to a bonus of 0.625% of their basic salary if they have worked for the company for at least 0.625 years.

7. The company has a number of employees who are entitled to a bonus of 0.3125% of their basic salary if they have worked for the company for at least 0.3125 years.

8. The company has a number of employees who are entitled to a bonus of 0.15625% of their basic salary if they have worked for the company for at least 0.15625 years.

9. The company has a number of employees who are entitled to a bonus of 0.078125% of their basic salary if they have worked for the company for at least 0.078125 years.

10. The company has a number of employees who are entitled to a bonus of 0.0390625% of their basic salary if they have worked for the company for at least 0.0390625 years.

11. The company has a number of employees who are entitled to a bonus of 0.01953125% of their basic salary if they have worked for the company for at least 0.01953125 years.

12. The company has a number of employees who are entitled to a bonus of 0.009765625% of their basic salary if they have worked for the company for at least 0.009765625 years.

13. The company has a number of employees who are entitled to a bonus of 0.0048828125% of their basic salary if they have worked for the company for at least 0.0048828125 years.

14. The company has a number of employees who are entitled to a bonus of 0.00244140625% of their basic salary if they have worked for the company for at least 0.00244140625 years.

15. The company has a number of employees who are entitled to a bonus of 0.001220703125% of their basic salary if they have worked for the company for at least 0.001220703125 years.

16. The company has a number of employees who are entitled to a bonus of 0.0006103515625% of their basic salary if they have worked for the company for at least 0.0006103515625 years.

17. The company has a number of employees who are entitled to a bonus of 0.00030517578125% of their basic salary if they have worked for the company for at least 0.00030517578125 years.

18. The company has a number of employees who are entitled to a bonus of 0.000152587890625% of their basic salary if they have worked for the company for at least 0.000152587890625 years.

19. The company has a number of employees who are entitled to a bonus of 0.0000762939453125% of their basic salary if they have worked for the company for at least 0.0000762939453125 years.

20. The company has a number of employees who are entitled to a bonus of 0.00003814697265625% of their basic salary if they have worked for the company for at least 0.00003814697265625 years.

21. The company has a number of employees who are entitled to a bonus of 0.000019073486328125% of their basic salary if they have worked for the company for at least 0.000019073486328125 years.

22. The company has a number of employees who are entitled to a bonus of 0.0000095367431640625% of their basic salary if they have worked for the company for at least 0.0000095367431640625 years.

23. The company has a number of employees who are entitled to a bonus of 0.00000476837158203125% of their basic salary if they have worked for the company for at least 0.00000476837158203125 years.

24. The company has a number of employees who are entitled to a bonus of 0.000002384185791015625% of their basic salary if they have worked for the company for at least 0.000002384185791015625 years.

25. The company has a number of employees who are entitled to a bonus of 0.0000011920928955078125% of their basic salary if they have worked for the company for at least 0.0000011920928955078125 years.

26. The company has a number of employees who are entitled to a bonus of 0.00000059604644775390625% of their basic salary if they have worked for the company for at least 0.00000059604644775390625 years.

27. The company has a number of employees who are entitled to a bonus of 0.000000298023223876953125% of their basic salary if they have worked for the company for at least 0.000000298023223876953125 years.

28. The company has a number of employees who are entitled to a bonus of 0.0000001490116119384765625% of their basic salary if they have worked for the company for at least 0.0000001490116119384765625 years.

29. The company has a number of employees who are entitled to a bonus of 0.00000007450580596923828125% of their basic salary if they have worked for the company for at least 0.00000007450580596923828125 years.

30. The company has a number of employees who are entitled to a bonus of 0.000000037252902984619140625% of their basic salary if they have worked for the company for at least 0.000000037252902984619140625 years.

31. The company has a number of employees who are entitled to a bonus of 0.0000000186264514923095703125% of their basic salary if they have worked for the company for at least 0.0000000186264514923095703125 years.

32. The company has a number of employees who are entitled to a bonus of 0.00000000931322574615478515625% of their basic salary if they have worked for the company for at least 0.00000000931322574615478515625 years.

33. The company has a number of employees who are entitled to a bonus of 0.000000004656612873077392578125% of their basic salary if they have worked for the company for at least 0.000000004656612873077392578125 years.

34. The company has a number of employees who are entitled to a bonus of 0.0000000023283064365386962890625% of their basic salary if they have worked for the company for at least 0.0000000023283064365386962890625 years.

35. The company has a number of employees who are entitled to a bonus of 0.00000000116415321826934814453125% of their basic salary if they have worked for the company for at least 0.00000000116415321826934814453125 years.

36. The company has a number of employees who are entitled to a bonus of 0.000000000582076609134674072265625% of their basic salary if they have worked for the company for at least 0.000000000582076609134674072265625 years.

37. The company has a number of employees who are entitled to a bonus of 0.0000000002910383045673370361328125% of their basic salary if they have worked for the company for at least 0.0000000002910383045673370361328125 years.

38. The company has a number of employees who are entitled to a bonus of 0.00000000014551915228366851806640625% of their basic salary if they have worked for the company for at least 0.00000000014551915228366851806640625 years.

39. The company has a number of employees who are entitled to a bonus of 0.000000000072759576141834259033203125% of their basic salary if they have worked for the company for at least 0.000000000072759576141834259033203125 years.

40. The company has a number of employees who are entitled to a bonus of 0.0000000000363797880709171295166015625% of their basic salary if they have worked for the company for at least 0.0000000000363797880709171295166015625 years.

41. The company has a number of employees who are entitled to a bonus of 0.00000000001818989403545856475830078125% of their basic salary if they have worked for the company for at least 0.00000000001818989403545856475830078125 years.

42. The company has a number of employees who are entitled to a bonus of 0.000000000009094947017729282379150390625% of their basic salary if they have worked for the company for at least 0.000000000009094947017729282379150390625 years.

43. The company has a number of employees who are entitled to a bonus of 0.0000000000045474735088646411895751953125% of their basic salary if they have worked for the company for at least 0.0000000000045474735088646411895751953125 years.

44. The company has a number of employees who are entitled to a bonus of 0.00000000000227373675443232059478759765625% of their basic salary if they have worked for the company for at least 0.00000000000227373675443232059478759765625 years.

45. The company has a number of employees who are entitled to a bonus of 0.000000000001136868377216160297393798828125% of their basic salary if they have worked for the company for at least 0.000000000001136868377216160297393798828125 years.

46. The company has a number of employees who are entitled to a bonus of 0.0000000000005684341886080801486968994140625% of their basic salary if they have worked for the company for at least 0.0000000000005684341886080801486968994140625 years.

47. The company has a number of employees who are entitled to a bonus of 0.00000000000028421709430404007434844970703125% of their basic salary if they have worked for the company for at least 0.00000000000028421709430404007434844970703125 years.

48. The company has a number of employees who are entitled to a bonus of 0.000000000000142108547152

**Meaningful access**

[illegible]

### Participation

- **Participatory design:**
  - **Participatory design:** a set of concepts and methods that can describe having participated in project design
  - **Participatory design:** a set of individuals that have improved their participation through enhanced local agency and their rights, and their contributions
  - **Participatory design:** a set of interventions or steps to support and to increase the participation of vulnerable groups, in the design and targeting and monitoring of a social intervention

- At outcome level

Choose one indicator per action!

## General

Indicator Outputs
% of beneficiaries (disaggregated by sex, age and disability) reporting that human behaviour assistance is delivered in a safe, accessible and participatory manner

**PSEA**

**Indicator Clusters**  
Set of Institutional organizations and service providers that have in place mechanisms to prevent and respond to sexual exploitation and abuse by their staff

## At output level

Choose most relevant aspect(s) in sectors where it makes most sense!

### Do no harm

DO NO HARM- Indicator Outputs
#of reports of individuals feeling at risk (harassment, restrictions, security or abuse) as a result of the intervention
# of risk assessment updates conducted during the project period and shared with relevant coordination mechanisms and partners
# of Services and/or facilities that are available in safe and accessible locations respecting the culture and customs of the community

### Meaningful access

MEANINGFUL ACCESS -Indicator Outputs
# of reports of barriers to accessing humanitarian services from individuals or communities
# of communities affected by a crisis that have access to the humanitarian assistance they need at the right time
# of special measures put in place to ensure access to humanitarian aid by people with specific needs including age, gender and diversity."

### Accountability

ACCOUNTABILITY - Indicator Outputs
# of feedback/complaints received which have been timely acted upon (disaggregated by sex and age)
# of programme activities that include feedback and communications mechanisms with the affected populations on planning, functioning and programming
# of beneficiaries disaggregated by sex, age and diversity who report that complaint and feedback mechanisms are safe and accessible

### Participation

PARTICIPATION - Indicator Outputs
# of communities that can describe having participated in project design
# of individuals that have improved their participation through enhanced knowledge on their rights, and their entitlements.
# of mechanisms set up to support and to ensure the participation of vulnerable groups, in the design and targeting and monitoring of interventions?

## ***At outcome level***

Choose one indicator per action!

### ***General***

#### Indicator Outputs

% of beneficiaries (disaggregated by sex, age and diversity) reporting that humanitarian assistance is delivered in a safe, accessible and participatory manner

% of activities that incorporate principles of meaningful access, safety and dignity through a community participatory approach

### ***PSEA***

#### Indicator Outputs

% of humanitarian organizations and service providers that have in place mechanisms to prevent and respond to sexual exploitation and abuse by own staff

