

**Programme component:****1. Poverty reduction****Country programme outcomes****Poverty reduction through sustainable and more equitable economic growth.****Indicator: HDI differentiation between the poorest and the wealthiest regions of Russia reduced**

Actions	Indicators
<p><b>incorporate gender component into the concept of economic and human security; focus efforts on the achievement of MDGs for resolving the problems of chronic poverty, including women's and children's poverty, which keep threatening lives of many people;</b></p>	<ul style="list-style-type: none"> <li>● Share of women and men living below poverty line (RusStat)</li> <li>● Number of single-headed (separately for women and men) households</li> <li>● Distribution of poor households according to the sex of the household's head</li> <li>● Share of pensioner's households among total number of households and average pension size disaggregated by sex.</li> </ul>
<p><b>when assessing impact of poverty reduction programs on economic status of women, to consider indicators of access to education and professional retraining, income and employment, credits and housing;</b></p>	<ul style="list-style-type: none"> <li>● Ratio of newly created jobs for men and women when realizing large investment projects</li> <li>● Number of women and men employed in informal sector, by the kinds of economic activities (annual average), Source: Household surveys on employment, Russian Statistical Committee (Rosstat)</li> <li>● Unemployment level by sex, age and marital status. Source: Household surveys on employment, Russian Statistical Committee (Rosstat)</li> <li>● Receivers of social payments by sex, age, kind and time length. Source: Data from social protection bodies</li> <li>● Registered unemployment level by sex, age and marital status. Source: Rosstat</li> <li>● Secondary school drop-out rate (disaggregated by sex)</li> <li>● Coefficient of coverage by higher education (disaggregated by sex) and the level of gender segregation in higher education</li> <li>● Access to education grants/credits by sex</li> <li>● Share of specialists with higher education been retrained in their profession on the account of employer during recent three years (disaggregated by sex)</li> <li>● Number of gender studies courses in formal education curricula</li> </ul>
<p><b>to render support to measures towards practical realization of the principle of equal payment for work of equal value, in order to overcome discrimination in the sphere of employment and protect rights of workers with family responsibilities;</b></p>	<ul style="list-style-type: none"> <li>● Ratio of women's/men's salary levels at an average, by regions and at newly created jobs, in order to prevent discrimination practices against women</li> </ul>
<p><b>facilitate the development of small and medium businesses as predominantly women's businesses, paying special attention to the improvement of legislative base in this sphere and the establishment of new financial mechanisms: micro-crediting and micro-financing system</b></p>	<ul style="list-style-type: none"> <li>● Ratio of women/men owners of small and medium enterprises (if possible, divided by economic sectors)</li> <li>● Ratio of women/men private entrepreneurs (if possible, divided by economic sectors)</li> <li>● Ratio of women/men - members of trade or business associations</li> <li>● Ratio of women/men among those receiving assistance in the framework of poverty reduction programs (including microfinancing, training, job creation etc.)</li> </ul>

Actions	Indicators
<p><b>facilitate initiatives/activities aiming at comprehensive support to maternity, compensatory measures for the restoration of social status lowering in the childbirth period, and to support women and men caring for children under 3;</b></p>	<ul style="list-style-type: none"> <li>● Ratio of women-headed households (in comparison to men-headed households) living below minimal living standard. Source: Household budgeting surveys</li> <li>● Percentage of women with children receiving maternity allowances</li> <li>● Number of women submitted documents for receiving 'mother's capital' (in a region under question or a target group)</li> <li>● Share of children under 5 attending pre-school institutions</li> <li>● Number of employers realising programs of professional training/retraining for women when they return to work after maternity leave (in the framework of region under question or group)</li> <li>● Number of women covered by such programs</li> </ul>
<p><b>encourage/stimulate the efforts of employers to replace technologically and morally old equipment and reduce the number of those employed in unfavourable working conditions;</b></p>	<ul style="list-style-type: none"> <li>● Changes in the ratio of women/men working in the conditions not meeting sanitary-hygienic requirements, by kinds of economic activities (by territory or target group of the project). Background statistical indicator: Rosstat</li> <li>● Changes in the ratio of women/men employed in hard physical works, by kinds of economic activities (by territory or target group of the project). Background statistical indicator: Rosstat</li> <li>● Changes in the ratio of women/men working on equipment not meeting safety requirements, by kinds of economic activities (by territory or target group of the project). Background statistical indicator: Rosstat</li> <li>● Changes in the share of women and men working in hazardous and unsafe conditions, by affecting factors, kinds of economic activities and sex (by territory or target group of the project). Background statistical indicator: Rosstat.</li> <li>● Changes in the share of men and women suffered from accidents at workplace (including those with lethal consequences), disaggregated by sex (by territory or target group of the project). Background statistical indicator: Rosstat</li> </ul>
<p><b>continue research and training in the field of gender and economy in order to increase the effectiveness of poverty reduction measures, including women's and children's poverty;</b></p>	<ul style="list-style-type: none"> <li>● Awareness and skill development training in gender and economics (men and women separately, counted before and after realisation of target activities) for: <ul style="list-style-type: none"> <li>□ leaders of regional and local authorities (number of training seminars and number of participants)</li> <li>□ representatives of small and medium businesses and leaders of state-owned enterprises (number of training seminars and number of participants)</li> <li>□ representatives of NGOs and mass-media (number of training seminars and number of participants)</li> </ul> </li> </ul>
<p><b>collect data for monitoring the achievements in gender equality;</b></p>	<ul style="list-style-type: none"> <li>● Creation of a roster of gender equality indicators at the level of social-demographic group, region etc.</li> </ul>
<p><b>help women-migrants to overcome double discrimination barriers in employment and the establishment of their own businesses, and render support in adaptation to new ethno-cultural and social environment.</b></p>	<ul style="list-style-type: none"> <li>● Share of men and women-migrants among unemployed. Source: Employment surveys, Rosstat</li> <li>● Number of men and women-migrants registered as unemployed and receiving unemployment allowances</li> <li>● Number of men and women-migrants trained on the programmes of support to small and medium entrepreneurship</li> <li>● Number of men and women-migrants received credits for small and medium businesses development</li> <li>● Availability of credits at local level of men and women-migrants.</li> <li>● Number of men and women-migrants employed or established own business as a result of realization of project's target activities</li> </ul>

**Programme component:**  
**2. Democratic governance**

**Country programme outcomes**

**Enhanced effectiveness and accountability of governance structures for regional and local development**

**Indicator:** Increased civil society participation in decision making at the regional level supporting greater transparency and efficiency of public service.

<b>Actions</b>	<b>Indicators</b>
<p><b>facilitate the mechanisms of civil society, cooperation between government and public organisations, extend institutional opportunities to promote women's participation in decision making and equality between sexes;</b></p>	<ul style="list-style-type: none"> <li>● Share of women in higher bodies of legislative, executive and judicial power (State Duma RF, Federation Council, Government of Russian Federation, Federal Agencies, Constitutional and Supreme Courts)</li> <li>● Ratio of women and men in the positions of civil and municipal services in state authority bodies in subjects of Russian Federation and local self-government</li> <li>● Number of local government bodies having employees functioning as gender focal points (before and after target activities of the project)</li> <li>● Number of ministries and departments having employees functioning as gender focal points</li> <li>● Share of women in non-governmental organisations and other civil society structures</li> </ul>
<p><b>promote the role of gender examination as a factor providing for quality and effectiveness of governance;</b></p>	<ul style="list-style-type: none"> <li>● Number of laws and normative acts in force which underwent gender examination (before and after target activities have been realised)</li> <li>● Number of functioning state programs of various levels, which underwent specialised gender examination (before and after realization of target activities of the project)</li> <li>● Number of target projects containing gender indicators at the levels of activity planning, monitoring and evaluation</li> </ul>
<p><b>raise awareness in society and power structures about real situation in the sphere of gender equality in Russia and international experience in this field;</b></p>	<ul style="list-style-type: none"> <li>● Awareness level of representatives of NGOs (both women and men) in the issues of gender equality (before and after target activities have been realised)</li> <li>● Training and informational activities for NGOs and journalists, aiming at raising awareness in gender equality issues, provided for in UNDP target projects (number of training seminars and number of participants)</li> <li>● Training programs for women to increase their awareness in legal issues, develop self-reliance and leadership, skills to overcome discrimination etc. (number of activities and number of participants)</li> </ul>
<p><b>Raise gender awareness of decision makers through conducting conferences and training seminars; promote gender awareness criteria as obligatory for government employees during regular professional qualification tests.</b></p>	<ul style="list-style-type: none"> <li>● Awareness of civil servants of various levels (both women and men) in gender equality issues (before and after target activities have been realized)</li> <li>● Number and share of leaders of regional and local authorities (women and men separately) been specially trained in the issues of gender equality achievement (before and after target activities have been realized)</li> <li>● Share of high and medium level officials been specially trained in the issues of gender equality achievement</li> </ul>

**Programme component:**  
**3. Energy and environment**

**Country programme outcomes**

**Improved environmental sustainability of development processes**

**Indicator:** Environmental dimension in development policy

<b>Actions</b>	<b>Indicators</b>
<p><b>provide equal opportunities for men and women to benefit from the realization of UNDP projects and programs directed towards solving environmental and energy problems;</b></p>	<ul style="list-style-type: none"> <li>● Income generated by men and women from the use of environmental resources (income from environment is the income received from the use of any biological resources). Source: household surveys</li> <li>● Awareness of women and men about:               <ul style="list-style-type: none"> <li>□ connection between worsening of environment and energy generation and consumption</li> <li>□ interrelation between worsening of environment and health conditions</li> <li>□ ways of more efficient energy consumption</li> <li>□ new technologies and home appliances which could increase the effectiveness of energy consumption at workplace and in the household (data for all indicators to be collected before and after activities has been realized)</li> </ul> </li> </ul>
<p><b>special indicators showing gender consequences of taken measures to be included in the programs of monitoring and evaluation of environmental activities;</b></p>	<ul style="list-style-type: none"> <li>● Morbidity and mortality of men and women related to direct or indirect influence of negative environmental factors (special medical surveys data, medical and demographic statistics)</li> <li>● Share of budget spent for energy in the budget structure of men and women or in different types of households (for instance, single pensioners women and men, single-headed households or families with many children etc.). Sources: data from household budgeting surveys, data from sociological surveys (PMЭЗ), data from Rosstat.</li> <li>● Ratio of economic abilities of men and women to receive and pay for energy (before and after activities have been realized)</li> </ul>
<p><b>When developing projects and programs in the field of environment, gender aspects should be taken into consideration, especially regarding employment, especially if access to natural resources and possible threat to health of women and men are concerned.</b></p>	<ul style="list-style-type: none"> <li>● Ratio of men and women in workplaces created in the sphere or sector been affected by measures on restoration of environment</li> <li>● Ratio of men and women among the activists of environmental NGOs</li> <li>● Changes of kinds of traditional land use (by sex) related to deterioration of environment and reduction of biodiversity. Source: Sociological research</li> <li>● Awareness level among men and women about interrelation between economic activities (production and consumption) and the level of biological diversity (data taken before and after realization of activities). Source: sociological research</li> <li>● Awareness level among men and women about ways to reduce negative impact of human's activities onto biodiversity, measured before and after actions taken. Source: Sociological research</li> </ul>

## Programme component:

### 4. Crisis prevention and recovery

#### Country programme outcomes

Reduced vulnerability across the region through closely linked socio-economic recovery projects

**Indicator:** Sustainable income generation in the post-conflict republics of North Caucasus

Actions	Indicators
<p>at the stage of project design gender structure of jobs to be created should be considered; besides, it should be taken into account how new jobs could be combined with women's work in their own private farm (keeping in mind that families with many children are common in those regions);</p>	<ul style="list-style-type: none"> <li>● Ratio of payments for newly created jobs occupied by men/women</li> <li>● level of estimated and registered unemployment among men and women before and after implementation of activities in the framework of anti-crisis program</li> </ul>
<p>monitoring and evaluation programs of anti-crisis measures should include indicators looking at actual gender consequences of anti-crisis measures being realized (in case statistical data is not available or quantitative research impossible, external experts should be invited);</p>	<ul style="list-style-type: none"> <li>● Ratio of new jobs where predominantly men or women could be engaged, created as a result of economic recovery policies implementation in a region</li> <li>● Changes in indices of estimated and registered unemployment among men and women before and after implementation of anti-crisis program</li> <li>● Changes in ratio of women and men among those receiving help in the framework of poverty reduction programs (including microfinancing, training, jobs creation etc.)               <ul style="list-style-type: none"> <li>● Share of women-headed households living below minimal living standard compared to men-headed households</li> </ul> </li> <li>● Awareness level of men and women about their rights in the sphere of economy and labour, in particular, in the sphere of crediting (data taken before and after implementation of activities)</li> <li>● Changes in ratio of women/men owing small and medium enterprises in different sectors of economy before and after realization of anti-crisis program.</li> <li>● Average size of credits received by women (including this in rural areas) for business development before and after realization of anti-crisis program</li> <li>● Ratio of women/men trained on the programs supporting small entrepreneurship (before and after anti-crisis program had been realized)</li> </ul>
<p>take into account social and cultural barriers preventing equal access of men and women to credits, and develop special projects and programs aiming at raising economic opportunities of women farmers and providing access to micro-financing for women working in agro-business and living in rural areas.</p>	<ul style="list-style-type: none"> <li>● Share of women in total number of small and medium entrepreneurs</li> <li>● Number of men and women been trained on programs to support small and medium entrepreneurship</li> <li>● Number of men and women received credits for small and medium business development</li> <li>● Average size of credits received by men and women (separately), including those in rural areas</li> <li>● Number of created business incubators and business centres; number of men and women trained in relative fields</li> <li>● Availability of credits for men and women at local level.</li> </ul>

**Programme component:**  
**5. Responding to HIV/AIDS**

**Country programme outcomes**

**Scaled-up national response to HIV/AIDS**

**Indicators:** Development actors involvement in HIV/AIDS response; number of HIV/AIDS coordination bodies in regions; existence of gender aggregate monitoring mechanisms for the rights of people living with HIV/AIDS (PLWH)

Actions	Indicators
<p><b>when describing and analysing situation in the field of HIV/AIDS consider gender aspects of the problem;</b></p>	<ul style="list-style-type: none"> <li>● Ratio of the numbers of women and men living with HIV/AIDS; changes of the ratio in time</li> <li>● Ratio of HIV infected women and men by ways of infection</li> <li>● Number of HIV infected among men and women - labour migrants</li> <li>● Number of children born to HIV-infected mothers under clinical monitoring</li> <li>● Number of people (men and women separately) killed by AIDS (during the last year); in comparison with previous periods</li> </ul>
<p><b>Take into account gender composition of beneficiaries of projects and programs, so that representatives of both sexes could equally benefit from project implementation;</b></p>	<ul style="list-style-type: none"> <li>● Ratio of men and women participating in a program/project, especially from the people responsible for strategy development</li> <li>● Ratio of men/women beneficiaries of a project/program</li> <li>● Ratio of men and women holding key positions in decision making concerning the project/program</li> </ul>
<p><b>When anti-discrimination and anti-stigmatisation measures for PLHA are being developed, it is necessary to specially take into account gender aspects (discrimination and stigmatisation against HIV-infected women and children) and include relevant indicators in thematic and regular monitoring indicators of projects and programs;</b></p>	<ul style="list-style-type: none"> <li>● Awareness level of representatives of local authorities, politicians, employers on the issues of HIV transmission, including the issues of high vulnerability of women to infection (data taken before and after conducting program activities)</li> <li>● Awareness level in NGO representatives, general population, medical workers and media workers on the issues of HIV transmission, including the issues of high vulnerability of women to infection (data taken before and after conducting program activities)</li> <li>● Assessment of HIV infection consequences separately for men and women concerning family relations (probability of divorce due to the leave of non-infected partner)</li> <li>● Awareness level among PLHA about ways of HIV transmission, including the issues of higher vulnerability of women (data taken before and after implementation of program activities)</li> <li>● Assessment of HIV infection consequences for men and women concerning employment (probability to loose job in case of opening HIV-positive status)</li> <li>● Assessment of PLHA access to qualified care from relatives (differentiate between men and women)</li> <li>● Assessment of the existence and scale of discrimination from the part of medical workers against HIV infected pregnant women (survey, interviews)</li> <li>● Measuring gender aspects of discrimination and stigma against PLHA in the work of centres rendering medical and psychological assistance to PLHA</li> <li>● Raising awareness and gender sensitivity of specialists rendering medical and psychological assistance to PLHA</li> </ul>
<p><b>When developing training of trainers programs for work with vulnerable groups of population, it is necessary to include special gender modules on the basis of gender-sensitive instructions, methods and learning materials;</b></p>	<ul style="list-style-type: none"> <li>● Number of specialists (both men and women) being trained to work with vulnerable groups by training programs containing special gender modules</li> <li>● Development of gender-sensitive instructions, methods, learning materials and their incorporation into curricula and training programs</li> <li>● Existence and number of organisations rendering assistance to HIV infected, consultations and other services in this sphere (before and after project realization)</li> <li>● Assessment of the level of satisfaction with existing services and quality of services, taking into account opinions of men and women (surveys before and after project implementation)</li> </ul>

<p><b>when developing projects on HIV/AIDS prevention, take into account gender specific differences of risky sexual behaviour and injection drug consumption.</b></p>	<ul style="list-style-type: none"> <li>● Attitudes of men and women towards the use of barrier contraceptives and their awareness on the issues of barrier contraception and risk of HIV and STD infection (data taken before and after realization of project activities)</li> <li>● Assessment of the HIV infection level among sex workers (both men and women). Data sources: surveys, expert interviews, data from the Ministry of Home Affairs etc.</li> <li>● Assessment of the frequency of sexual contacts of men and women with sex workers and probability of infection (calculation on the basis of surveys data)</li> <li>● Attitudes of sex workers (men and women) towards the use of barrier contraceptives and their awareness on the issues of barrier contraception and risk of HIV and STD infection (data taken before and after realization of project activities)</li> <li>● Assessment of HIV infection level in the group of men with homosexual orientation. Data sources: surveys, expert interviews, data from the Ministry of Home Affairs etc.</li> <li>● Injection drugs consumption as a risk factor of HIV infection. Assessment of the consumption level indifferent groups. Sources: surveys, MHA data, expert assessments etc.</li> <li>● Awareness of women and men on the issues of interrelation between risk sexual behaviour, injection drugs consumption and risk of HIV and STD infection (data taken before and after realization of project activities)</li> </ul>
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