



**Level**

Development environment

Policy/strategic Interventions

Financial and technical assistance

Programme/project efficacy

Institutional mainstreaming



# RESULTS

## DIMENSIONS

Development and policy context

Outcomes and outputs of operations

Results and strategic priority-setting

Policy Influencing and fiscal reforms

Financing: budgets, grants and loans

Research, technical and advisory services

Project identification

Project preparation, appraisal, negotiations and approval

Resource allocation, disbursement, implementation and monitoring

Completion and evaluation

Operational systems and procedures

Organizational systems

Capacity and competence

## "R" FACTOR

Recognize (R1)

Redistribute (R2)

Reduce (R3)

Reward (R4)

Represent (R5)

## TOTAL



| SCORE |  |
|-------|--|
| 0.20  |  |
| 0.60  |  |
| 1.00  |  |
| 0.20  |  |
| 0.60  |  |
| 1.00  |  |
| 0.20  |  |
| 0.60  |  |
| 1.00  |  |
| 0.20  |  |
| 0.60  |  |
| 1.00  |  |
| 0.20  |  |
|       |  |
| 0.60  |  |
| 0.58  |  |
| 0.68  |  |
| 0.53  |  |
| 0.66  |  |
| 0.57  |  |

| <b>Level</b>                          | <b>Dimension</b>                              | <b>Target 'R'</b> |
|---------------------------------------|---|-------------------|
| <i>Development environment</i>        | <i>Development and policy context</i>         | R1                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R1                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R2                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R4                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R3                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R2                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R2                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R4                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R4                |
| <i>Development environment</i>        | <i>Development and policy context</i>         | R1                |
| <i>Development environment</i>        | <i>Outcomes and outputs of operations</i>     | R3                |
| <i>Development environment</i>        | <i>Outcomes and outputs of operations</i>     | R2                |
| <i>Development environment</i>        | <i>Outcomes and outputs of operations</i>     | R4                |
| <i>Development environment</i>        | <i>Outcomes and outputs of operations</i>     | R4                |
| <i>Development environment</i>        | <i>Outcomes and outputs of operations</i>     | R2                |
| <i>Development environment</i>        | <i>Outcomes and outputs of operations</i>     | R2                |
| <i>Policy/strategic Interventions</i> | <i>Results and strategic priority-setting</i> | R1                |
| <i>Policy/strategic Interventions</i> | <i>Results and strategic priority-setting</i> | R1                |

|   |  |    |
|---|--|----|
| <i>Policy/strategic Interventions</i>     | <i>Results and strategic priority-setting</i>    | R2 |
| <i>Policy/strategic Interventions</i>     | <i>Results and strategic priority-setting</i>    | R3 |
| <i>Policy/strategic Interventions</i>     | <i>Results and strategic priority-setting</i>    | R4 |
| <i>Policy/strategic Interventions</i>     | <i>Results and strategic priority-setting</i>    | R5 |
| <i>Policy/Sstrategic Interventions</i>    | <i>Policy Influencing and fiscal reforms</i>     | R2 |
| <i>Policy/Sstrategic Interventions</i>    | <i>Policy Influencing and fiscal reforms</i>     | R2 |
| <i>Policy/Sstrategic Interventions</i>    | <i>Policy Influencing and fiscal reforms</i>     | R2 |
| <i>Policy/Sstrategic Interventions</i>    | <i>Policy Influencing and fiscal reforms</i>     | R4 |
| <i>Policy/Sstrategic Interventions</i>    | <i>Policy Influencing and fiscal reforms</i>     | R5 |
| <i>Financial and technical assistance</i> | <i>Financing: budgets, grants and loans</i>      | R1 |
| <i>Financial and technical assistance</i> | <i>Financing: budgets, grants and loans</i>      | R2 |
| <i>Financial and technical assistance</i> | <i>Financing: budgets, grants and loans</i>      | R3 |
| <i>Financial and technical assistance</i> | <i>Financing: budgets, grants and loans</i>      | R2 |
| <i>Financial and technical assistance</i> | <i>Financing: budgets, grants and loans</i>      | R3 |
| <i>Financial and technical assistance</i> | <i>Financing: budgets, grants and loans</i>      | R4 |
| <i>Financial and technical assistance</i> | <i>Research, technical and advisory services</i> | R1 |
| <i>Financial and technical assistance</i> | <i>Research, technical and advisory services</i> | R1 |
| <i>Financial and technical assistance</i> | <i>Research, technical and advisory services</i> | R2 |
| <i>Financial and technical assistance</i> | <i>Research, technical and advisory services</i> | R2 |
| <i>Programme/project efficacy</i>         | <i>Project identification</i>                    | R1 |

|                                    |   |    |
|------------------------------------|---|----|
| <i>Programme/project efficacy</i>  | <i>Project identification</i>   | R5 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R1 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R2 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R2 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R3 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R4 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R4 |
| <i>Programme/project efficacy</i>  | <i>Project preparation, appraisal, negotiations and approval</i>        | R5 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R1 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R2 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R3 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R3 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R2 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R4 |
| <i>Programme/project efficacy</i>  | <i>Resource allocation, disbursement, implementation and monitoring</i> | R5 |
| <i>Programme/project efficacy</i>  | <i>Completion and evaluation</i>  | R1 |
| <i>Programme/project efficacy</i>  | <i>Completion and evaluation</i>  | R1 |
| <i>Institutional mainstreaming</i> | <i>Operational systems and procedures</i>                               | R3 |
| <i>Institutional mainstreaming</i> | <i>Operational systems and procedures</i>                               | R3 |

|                                    |   |    |
|------------------------------------|---|----|
| <i>Institutional mainstreaming</i> | <i>Operational systems and procedures</i> | R5 |
| <i>Institutional mainstreaming</i> | <i>Operational systems and procedures</i> | R1 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R1 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R3 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R2 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R5 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R3 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R2 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R3 |
| <i>Institutional mainstreaming</i> | <i>Organizational systems</i>             | R2 |
| <i>Institutional mainstreaming</i> | <i>Capacity and competence</i>            | R2 |
| <i>Institutional mainstreaming</i> | <i>Capacity and competence</i>            | R2 |
| <i>Institutional mainstreaming</i> | <i>Capacity and competence</i>            | R3 |
| <i>Institutional mainstreaming</i> | <i>Capacity and competence</i>            | R2 |
| <i>Institutional mainstreaming</i> | <i>Capacity and competence</i>            | R3 |

# SCORING SHEET

## Indicators

Indicator 1.1 Paid care work as a percentage of GDP

Indicator 1.2 Recognizing the contribution of unpaid care work to GDP

Indicator 1.3 Public sector spending/investment in the care sectors (as a percentage of GDP)

Indicator 1.4 Female workforce participation rate

Indicator 1.5 Universal access to affordable and quality care infrastructure services: water, sanitation and electricity

Indicator 1.6 Access to affordable and quality care services: childcare, care for older persons and people living with disabilities, healthcare, and early childhood and primary education

Indicator 1.7 Percentage of the employed population working in the care sector

Indicator 1.8 Percentage of care workers with access to decent work, social protection, the right to association and collective bargaining rights

Indicator 1.9 Legal changes/reforms introduced in the last five years that support the care economy

Indicator 1.10 Level of statistical and administrative capacity to capture time-use statistics and care work

Indicator 2.1 People supported by the organization to access care infrastructure services: water, sanitation and electricity

Indicator 2.2 People supported by the organization in one year to access care services: childcare, care for older persons and people living with disabilities, healthcare, and early childhood and primary education

Indicator 2.3 Share of care workers who participate in employment generation/job-focused interventions supported by the organization

Indicator 2.4 Share of care workers who are covered by social safety net programmes supported by the organization

Indicator 2.5 Care-related businesses (e.g. crèches, day-care centres, homes for older persons, etc.) benefitting from financial services supported by the organization

Indicator 2.6 Technical and capacity building support for care-sensitization (training) and care-responsive reforms and investments

Indicator 1.1 Context analysis documents (diagnostic studies, country assessments, sector profiles, etc.) include gendered analysis of time use, work patterns and infrastructure usage

Indicator 1.2 Gender assessments include statistical information and analysis on unpaid, underpaid and paid care work



Indicator 1.3 Vision documents, operational strategies and action plans endorse the need for reforms and investment in care-related sectors

Indicator 1.4 Vision documents, operational strategies and action plans emphasize care-related infrastructure and services as a key priority for investment

Indicator 1.5 Vision documents, operational strategies and action plans include a valuation of the care economy and the need for labour regulations and social protection for care workers

Indicator 1.6 Women's groups and care worker associations (collectives and unions) are consulted in the stakeholder engagement process on vision documents, operational strategies and action plans

Indicator 2.1 Macro- and sector-level policy support promotes universal and public provision of care-related infrastructure and services

Indicator 2.2 Macro- and sector-level public finance reforms do not result in a negative impact on the care sectors

Indicator 2.3 PFM projects support care policy reforms and implementation

Indicator 2.4 PFM projects support decent work and social protection for care workers

Indicator 2.5 Women's groups and care worker associations (collectives and unions) are involved as important stakeholders in the policy dialogue and engagement process

Indicator 3.1 Percentage of programmes/projects (supported and/or implemented) having care-responsiveness assessed in the design stage

Indicator 3.2 Percentage of programmes/projects with care-responsiveness satisfying minimum requirements (project care-responsiveness score of 0.66 or above)

Indicator 3.3 Share of budget (investment, grants and loans) supporting care-responsive programmes/projects approaching minimum requirements (projects with a score of 0.33 or above) in total commitments

Indicator 3.4 Share of budget (investment, grants and loans) supporting care-responsive programmes/projects satisfying minimum requirements (project care-responsiveness score of 0.66 or above) in total commitments

Indicator 3.5 Budget allocation for/investments in labour- and time-saving technologies related to care work

Indicator 3.6 Budget allocation for/investments in human resources in care-related sectors (water, sanitation, electricity, healthcare, education, childcare, care of older persons and people living with disabilities)

Indicator 4.1 All research, technical assistance and advisory services integrate and consider a care perspective

Indicator 4.2 Care-focused research and/or consultancy services are taken up

Indicator 4.3 Technical support and capacity-building actions on care sensitization and care-responsive public policies are prioritized/integrated

Indicator 4.4 A people's campaign and private sector engagements recognize and include the care sectors

Indicator 1.1 Project concept note includes information on time use, paid and unpaid care work, and women's workforce participation

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| Indicator 1.2 Project vetting processes (e.g. stakeholder engagement, environment and social appraisals, board approval checklists) identify care workers, including those in the informal sector, as an important stakeholder group            |
| Indicator 2.1 Programme/project documents systematically include analysis of unpaid, underpaid and paid care work in the sector   |
| Indicator 2.2 Programme/project identifies its impact on the care work of women and girls   |
| Indicator 2.3 Programme/project components include activities that address the redistribution of care work  |
| Indicator 2.4 Programme/project components have considered and incorporated measures (as applicable) on labour- and time-saving technologies  |
| Indicator 2.5 Project results framework/logical framework has targets for addressing care work and care workers' concerns within the sector   |
| Indicator 2.6 Environmental and social assessment (e.g. social safeguards, EMSF, etc.) ensures compliance in protection of the rights of care workers, including that of contractual workers and migrants                                       |
| Indicator 2.7 E Indicator 2.6 Environmental and social assessment (e.g. social safeguards, EMSF, etc.) provides an institutional mechanism for adequate participation of women and care workers, including recognizing the right to association |
| Indicator 3.1 Project indicators are sex-disaggregated and/or include data on care recipients and care providers  |
| Indicator 3.2 The labour management procedure and procurement plan encourage gender parity and increased participation of women in formal employment  |
| Indicator 3.3 Funding for care-related activities is clearly demarcated and funds are disbursed accordingly   |
| Indicator 3.4 The project MIS captures relevant data on care-related indicators identified in the results frame, including financial tracking   |
| Indicator 3.5 All institutional and capacity-development aspects in the project include a component on care work and its valuation  |
| Indicator 3.6 Care workers/people trained in care-related work to improve quality and income  |
| Indicator 3.7 Programme/project grievance redressal mechanisms provide adequate representation and space for care workers, especially women care workers  |
| Indicator 4.1 Project reports (reporting templates) have a dedicated section on actions related to women's work continuum – unpaid care work, underpaid care work, paid care work, paid work (employment)                                       |
| Indicator 4.2 End-line surveys and impact studies (or their standard ToRs) capture changes in women's time-use patterns and inter-generational distribution of care responsibilities  |
| Indicator 3.1 Care lens of due diligence applied in all project operations for satisfying minimum requirements  |
| Indicator 3.2 Share of operations supporting care-responsive investments in total budget/investments/commitments  |

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| Indicator 3.3 Engagement of care workers and care worker associations in all operations   |
| Indicator 3.4 Operational documents and guidance notes reviewed from a care work and care worker lens and updated accordingly   |
| Indicator 4.1 An institutional care-responsive policy (confirming to care principles) is in place   |
| Indicator 4.2 Mechanisms for guiding and review of care-responsiveness commitments and actions are in place   |
| Indicator 4.3 There are budgetary allocations for the implementation of a care-responsive work environment  |
| Indicator 4.4 Organizational grievance redressal mechanisms include the rights of all care providers, including contractual and part-time workers and those engaged by staff  |
| Indicator 4.5 There are staff mentorship, training programmes, resource materials and platforms for dialogue on care-work and care services                                   |
| Indicator 4.6 Senior management and staff job descriptions reflect a commitment to promote care-responsiveness across the board   |
| Indicator 4.7 Accountability systems are in place to track care-related work performance for all senior managers and staff  |
| Indicator 4.8 Accountability systems are in place to track care-related work performance for all country offices  |
| Indicator 5.1 The senior management team at the head office and regional office level is committed to the integration of a care perspective in all its work                   |
| Indicator 5.2 Programme heads and managers have been trained and are applying a care perspective in all programmes  |
| Indicator 5.3 Project staff have been trained and are applying a care lens in project analysis  |
| Indicator 5.4 Head and regional offices have deployed gender expertise, resources and tools to integrate a care perspective and improve care-responsiveness in all operations |
| Indicator 5.5 Partners are engaged based on their expertise and readiness to integrate a care perspective   |

| Recommended (R) or desirable (D) | Scores |
|----------------------------------|--------|
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| D                                | 1      |
| R                                | 1      |
| R                                | 1      |
| R                                | 3      |
| R                                | 3      |
| D                                | 3      |
| R                                | 3      |
| D                                | 3      |
| D                                | 3      |
| R                                | 5      |
| D                                | 5      |

|   |   |
|---|---|
| D | 5 |
| R | 5 |
| D | 5 |
| R | 5 |
| R | 1 |
| D | 1 |
| D | 1 |
| R | 1 |
| D | 1 |
| R | 3 |
| R | 3 |
| R | 3 |
| D | 3 |
| D | 3 |
| D | 3 |
| D | 5 |
| R | 5 |
| D | 5 |
| D | 5 |
| D | 1 |

|   |   |
|---|---|
| R | 1 |
| R | 3 |
| R | 3 |
| R | 3 |
| D | 3 |
| D | 3 |
| R | 3 |
| D | 3 |
| R | 5 |
| R | 5 |
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| D | 5 |
| R | 5 |
| D | 5 |
| R | 5 |
| D | 1 |
| D | 1 |
| R | 3 |
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|   |   |
|---|---|
| R | 3 |
| R | 3 |
| R | 5 |
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| D | 5 |
| D | 5 |
| D | 5 |
| D | 5 |
| D | 5 |
| D | 5 |
| D | 1 |
| D | 1 |
| D | 1 |
| R | 1 |
| D | 1 |