

## Annex 1: Contributions to project indicators

Indicators	Sources
<p><b>100 employed women</b> work under improved working conditions in one of the following categories:</p> <ul style="list-style-type: none"> <li>i) ....</li> <li>ii) <b>access to employee development programs</b></li> <li>iii) .....</li> </ul>	<p>Evaluation and extrapolation of representative, sample-based surveys of companies or their employees using standardized questionnaires, broken down by gender and age, and by the type of improvements. Improvements are considered to be the qualitative presence of improved conditions.</p> <p><b>Employee development programs: Training, career development, career orientation, etc.</b></p>
<p><b>10 companies</b> have each integrated one additional element of Gender Diversity Management into their organizational structures and processes.</p>	<p>Assessment of the integration of additional Gender Diversity Management (GDM) elements in participating companies using a standardized evaluation form at the beginning and end of the support period.</p> <p>The GDM elements are aligned with the six pillars of the Gender Equality Seal from the Gender Monitoring Office (GMO) and include:</p> <ul style="list-style-type: none"> <li>i) Work-life balance policies; for example, the establishment of childcare facilities or reimbursement for external daycare, and the creation of nursing rooms.</li> <li>ii) <b>Increasing the proportion of women in decision-making positions.</b></li> <li>iii) Elimination of sexual harassment in the workplace.</li> <li>iv) <b>Increasing the presence of women/men in fields traditionally dominated by men/women (horizontal and vertical).</b></li> <li>v) <b>Elimination of gender-based pay gaps.</b></li> <li>vi) Ensuring inclusive and non-sexist communication.</li> <li>vii) Public safety.</li> </ul>